



ANNUAL REPORT

2021

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Letter from the Chief

To the Mayor, Council, City Manager, and the Citizens of Anniston,

The men and women of the Anniston Police Department are dedicated to providing the excellent service you expect from those who are entrusted to serve and protect our community.

We are no strangers to innovation and challenge in the pursuit of excellence, as demonstrated by our policies and programs. From being one of the first local agencies to implement body-worn cameras (over a decade ago) to obtaining accreditation by the Commission on Accreditation for Law Enforcement Agencies, we continuously look for ways to improve our services.

We are proud of our relationship with the community we serve, and we would like to continue to build on that relationship moving forward. We know public trust is earned through transparency and the day-to-day interactions with our staff. We encourage our staff to seek out opportunities to assist and communicate with the public outside of calls for service and traffic stops. We believe this will help build good relationships and give us a better understanding of the needs our community.

We were one of the first agencies in our area to expand our footprint to social media, and we realized very quickly that we could reach more people faster with valuable information and updates. Other police agencies have contacted us because of our success with different social media platforms. Police cannot accomplish their mission by themselves; it takes the trust and support of the community they serve. We would like to invite more members of our community to join us in our mission. Anyone who has questions or concerns about police activity is encouraged to contact us any time of day. Walk-ins are welcome, but we can also be reached by phone, mail, or email. All of our contact information is available on our website at www.anniston.al.gov/police.

Thank you for your continued support,

Chief Nick Bowles



Agency Profile

The City of Anniston's Police Department has been proudly serving our community since 1883. We are dedicated to keeping our community safe and providing professional law enforcement services to the City of Anniston.

The Anniston Police Department is located at 174 West 13th Street. We are a municipal police department with 92 sworn positions and seven civilian positions. We provide service to both the city limits and police jurisdiction with a combined estimated population of 43,000 people.

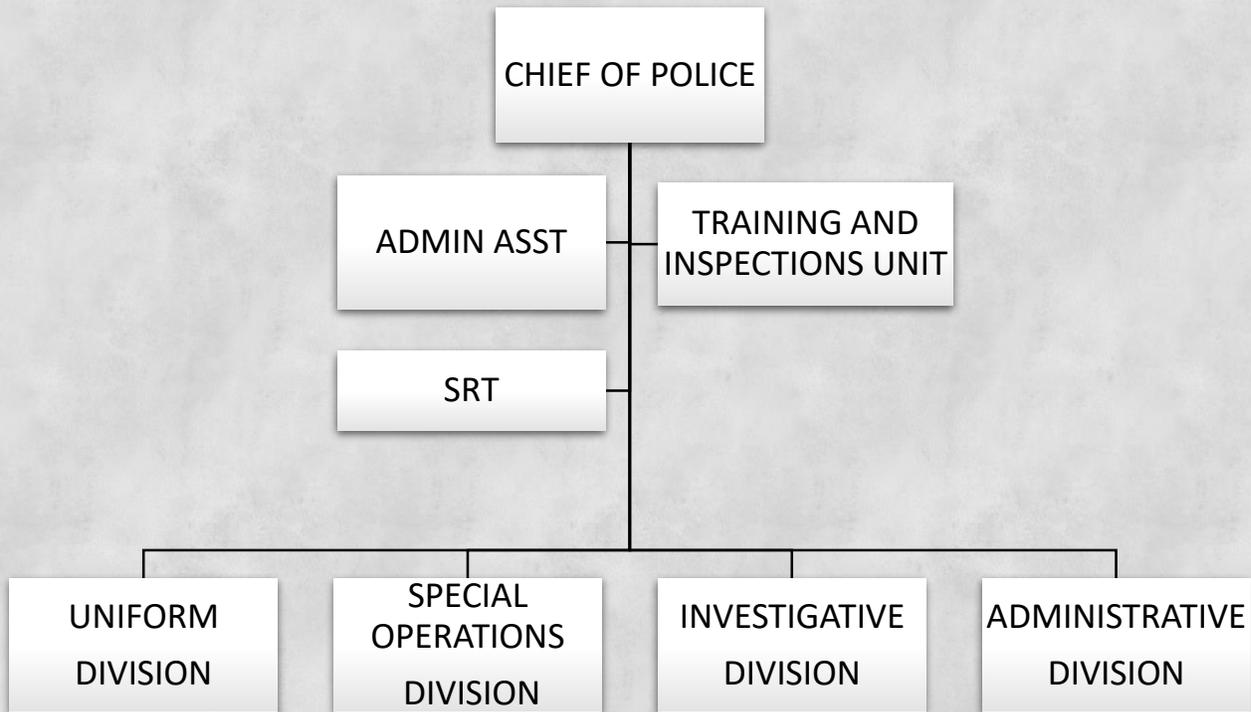


Chief Nick Bowles commands the Anniston Police Department. He is a twenty-one-year veteran of the department, gaining experience at every rank before becoming the Chief of Police in July of 2020. He graduated from the Northeast Alabama Law Enforcement Academy in November of 2000. Since then he has earned more than 1,390 hours of continuing education and has obtained a Bachelor's Degree in Criminal Justice from Central Christian College of Kansas. He joined the Alabama Chiefs of Police Association in 2016 and has accrued over 100 of the 280 hours needed to earn the title of Certified Law Enforcement Executive.

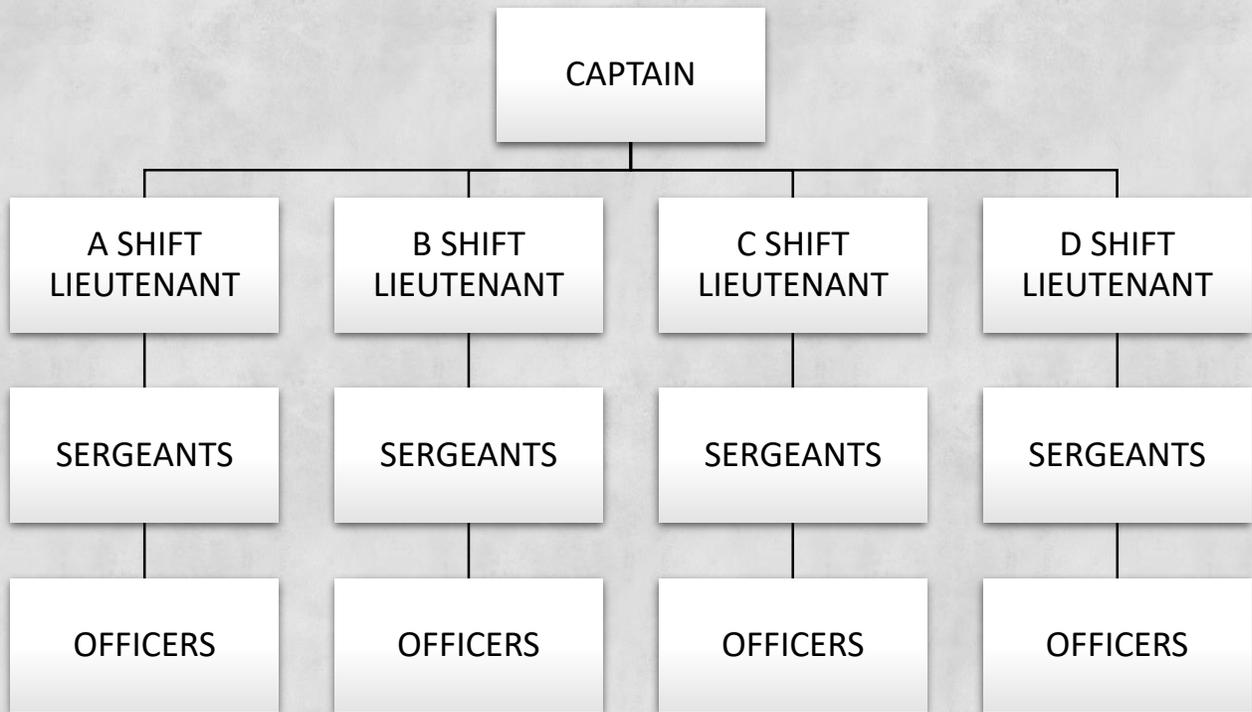
Chief Bowles began his career in Anniston in August of 2000 as a patrolman in the Uniform Division. He spent the next decade gaining experience in both the Uniform and Investigative Divisions. He spent the last decade in various supervision assignments beginning with his promotion to the rank of Sergeant in February of 2010.

Some of his accomplishments include: producing the department's first recruiting video and updating the department's recruiting material. He played a key role in updating the department's policies and procedures manual, as well as earning our first certification from the Commission on Accreditation for Law Enforcement Agencies. He was a member of, and eventually commanded, the Special Response Team. He gave multiple active shooter briefings and trainings to local churches, preschools, and businesses. In the fall of 2019 he created the Community Relations Unit. He has attended several peer exchanges and trainings with other leaders to better fight violent crime in our area.

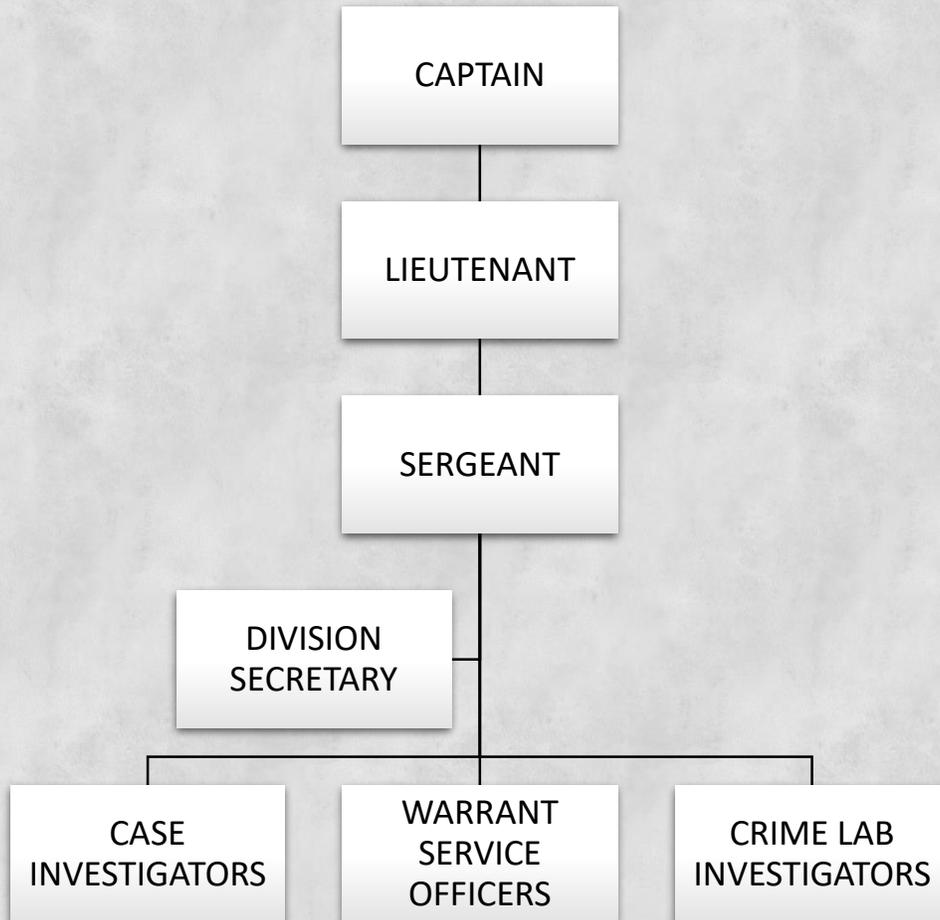
The organizational chart of the Anniston Police Department is listed here. The four divisions (Uniform, Special Operations, Investigative, and Administrative) and the Training and Inspections Unit all have commanders that report directly to the Chief of Police. Each division and unit listed here will be described in greater detail on the following pages.



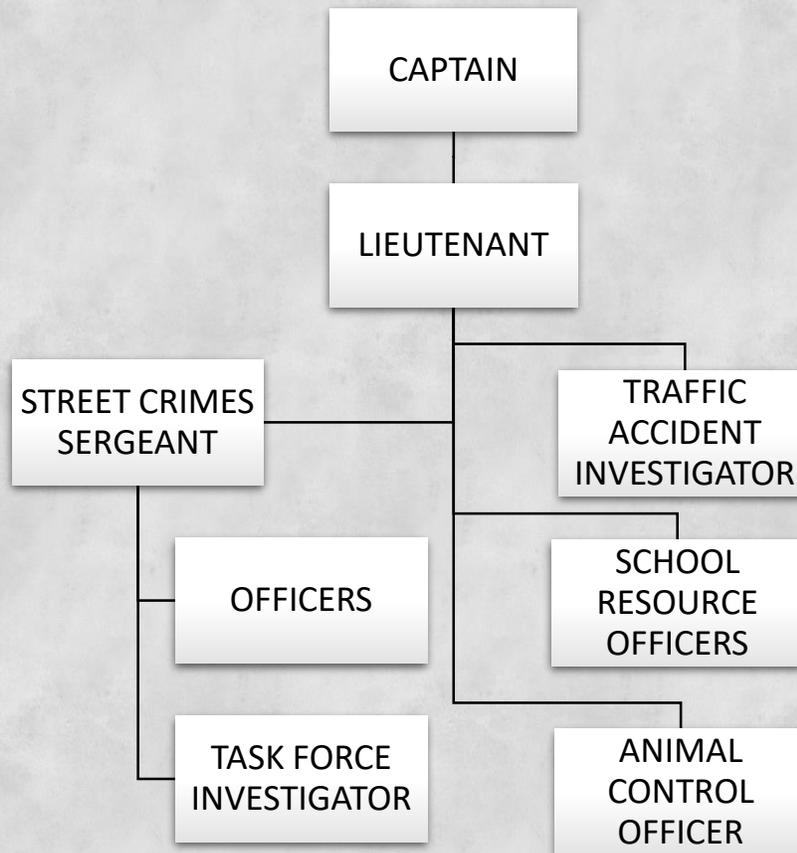
The Uniform Division is under the command of Captain Chris Sparks. Commonly known as the “Patrol Division,” it is considered the backbone of the Anniston Police Department, and it contains the most personnel. This division responds to calls for police service, as well as preventive patrol, 24 hours a day. This division is separated into four shifts. Each shift is commanded by a lieutenant and supervised by two sergeants. There are 12 officers assigned to each shift, in addition to the supervision, when fully staffed.



The Investigative Division is under the command of Captain Curtis McCants. This division is responsible for follow-up investigations of crimes reported to the Anniston Police Department, collection and processing of evidence, locating and arresting people with outstanding warrants, and sex offender notifications. This division includes a lieutenant, sergeant, seven case investigators, three crime lab technicians, two warrant officers, and a division secretary when fully staffed.

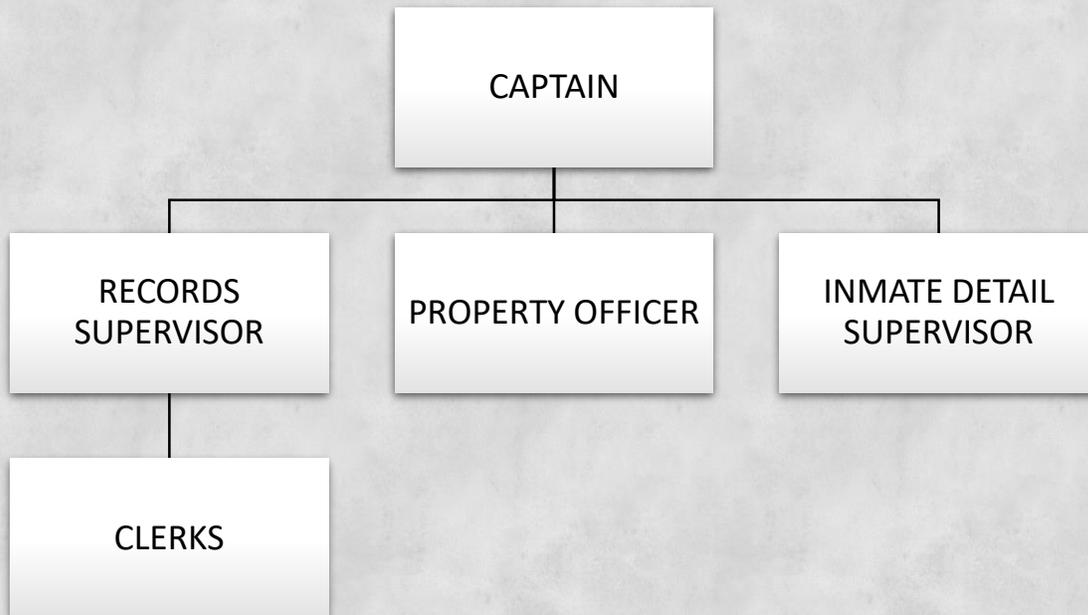


The Special Operations Division is under the command of Captain Justin Sanford. This division is responsible for animal control, traffic enforcement, traffic accident investigation, information technology systems, crime analysis, fleet management, street-level crime investigations, and providing police resources to the local school system. This division has a lieutenant, sergeant, four street crimes officers, two school resource officers, a traffic accident investigator, a civilian animal control officer, and one investigator assigned to the 7th Judicial Major Crimes Unit who is also a Task Force Officer for the ATF when fully staffed.

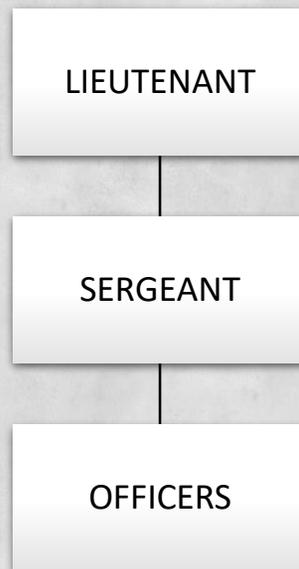


The Administrative Division is under the command of Captain Clint Parris. This division is responsible for the police budget, procuring equipment and supplies, maintaining police records, property control (found, seized, etc.), facility maintenance, and the inmate work detail. The civilian side of this division has a records supervisor, two clerks, and an inmate work detail supervisor. This division also has a sworn police officer that manages the property room and takes walk-in reports during regular business hours.

The commander of this division coordinates with the Calhoun County Sheriff's Office and the Calhoun County 9-1-1 Office for communication and jail services contracted out to these entities.



The Training and Inspections Unit is under the command of Lieutenant Brett Lloyd. This unit is responsible for the recruitment and training of police personnel, internal affairs investigations, and the management of personnel records/systems. A sergeant supervises the training function of this unit. Newly hired police officers are assigned to this unit while they undergo basic police academy training.



Agency Accreditation Update

The Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®) was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations.

CALEA Accreditation is a voluntary process, and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review. Additional information is available on the CALEA website at www.calea.org.

The Anniston Police Department began the accreditation process in late 2015. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally, candidate agencies are presented to the Commission for final consideration and credentialing. We had an on-site assessment in December of 2016. Not only did we have to prove that we have policies and procedures in place to comply with the mandated standards, but we also had to prove we are complying with those policies and procedures. This process was done through physical observations conducted by two assessors. We passed inspection and were awarded our first accreditation by the Commission in March of 2017.

The accreditation process requires annual reviews of proof of compliance with 189 standards after initial accreditation. These standards range anywhere from how we conduct an oath of office for a new police officer to how we use force in a situation. We catalog and upload our proofs of compliance throughout the year to a records management system. We then give an assessor remote access to those records for an annual inspection to be conducted every year from the initial accreditation date.

In April of 2018, assessor Judi King conducted a web-based assessment of 40 of our required standards. Only two issues were noted during the inspection. They were both related to additional training that needed to be conducted for agency personnel. Both units of training were completed after the assessment, and we are now in compliance with those standards.

In April of 2019, assessor Philip Potter conducted a web-based assessment of 39 of our required standards. All standards were found to be “in compliance” after the review. Mr. Potter made the following remark during the annual review, *“Your hard work, CALEA Files, Written Directives, and proofs reviewed were excellent, which made this review a pleasurable experience. Your agency was well prepared this year, and it was great to work with you and your agency on this CALEA Annual Review.”*

In April of 2020, assessor Alejandro Cueto conducted a web-based assessment of 40 of our required standards. Mr. Cueto did not find any standard issues during our annual review.

In September of 2020, assessor Brian Childress completed the 2020/Year 4 annual assessment of the Anniston Police Department, for Tier 1 Law Enforcement Accreditation. This assessment was for our second accreditation award, which was awarded to us on March 25, 2021. All of our standards were in compliance.



2021 Crime Report

We documented 1640 Part 1 offenses for 2021. These offenses include Criminal Homicide, Sexual Assault, Robbery, Aggravated Assault, Burglary, Larceny-Theft, and Motor Vehicle Theft. Overall, Part 1 crime decreased by 1.74 percent during the past year and our Part 1 crime clearance rate was 48.51 percent (crimes solved – either cleared by arrest or by exceptional means). Part 1 crime can be broken down into two categories, violent crime and property crime.

Violent crime (Criminal Homicide, Sexual Assault, Robbery, and Aggravated Assault) decreased by 12.10 percent over the past year and our violent crime clearance rate was 69.73 percent. There were 10 homicides, 18 sexual assaults, 29 robberies, and 357 aggravated assaults. Violent crime accounted for 25.24 percent of the total Part 1 crimes reported in 2021.

Property crime (*Burglary, Larceny-Theft, and Motor Vehicle Theft*) increased by 2.34 percent over the past year and our property crime clearance rate was 41.52 percent. There were 276 burglaries, 796 larceny-thefts, and 154 motor vehicle thefts. Property crime accounted for 74.76 percent of the total Part 1 crimes reported in 2021.

Publications reporting crime rates often only include city limit population data when establishing per capita crime rates. Anniston has a population of around 21,000 people but it serves around 43,000 people when you include its three-mile police jurisdiction. It should be noted that almost every report shows a crime rate twice as high as it actually is for our city.

Violent crime in Anniston saw a new historic low in 2019 with 334 violent offenses reported that year. There were 471 violent offenses reported in 2020 and there were 414 violent offences reported in 2021, which is the second lowest number recorded since dating back to 1985 (The earliest year searchable in by the Crime Data Explorer).

Historical crime data can be found using the Federal Bureau of Investigation Crime Data Explorer on their website. According to the FBI's website, The FBI's Crime Data Explorer (CDE) aims to provide transparency, create easier access, and expand awareness of criminal, and noncriminal, law enforcement data sharing; improve accountability for law enforcement; and provide a foundation to help shape public policy with the result of a safer nation. Use the CDE to discover available data through visualizations, download data in .csv format, and other large data files.

The Crime Data Explorer can be accessed by clicking the following link:
<https://crime-data-explorer.app.cloud.gov/pages/explorer/crime/crime-trend>

The National Public Safety Partnership (PSP) was established by the U.S. Department of Justice (DOJ) to provide an innovative framework to enhance federal support of state, local, and tribal law enforcement and prosecution authorities in enhancing public safety.

PSP began as a pilot program, the Violence Reduction Network, in 2014 and is designed to promote interagency coordination by leveraging specialized law enforcement expertise with dedicated prosecutorial resources to promote public and community safety.

PSP serves as a DOJ-wide program that enables participating sites to consult with and receive expedited, coordinated training and technical assistance (TTA) and an array of resources from DOJ to enhance local public safety strategies. This model enables DOJ to provide jurisdictions of different sizes and diverse needs with data-driven, evidence-based strategies tailored to the unique local needs of participating cities to build their capacities to address violent crime challenges.

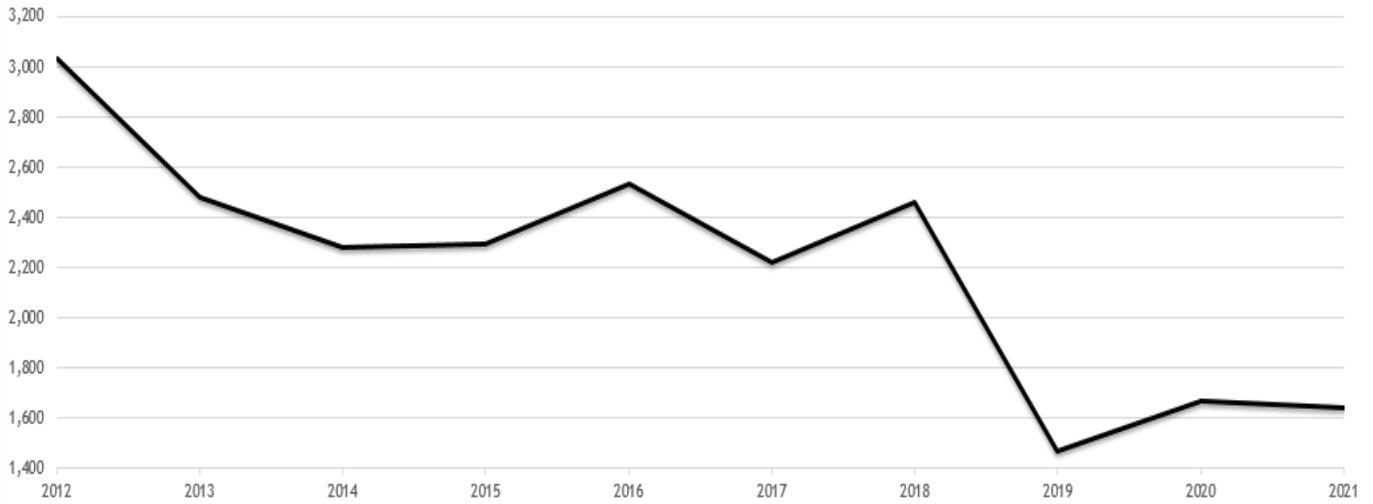
PSP Approach

- 3-Year Commitment
- Strategic Site Liaison Assigned
- Customized Symposium
- Expedited Delivery of Assistance in Eight Core Areas: Criminal Justice Collaboration, Community Engagement, Crime Analysis, Gun Violence, Constitutional Policing, Federal Partnerships, Technology, and Investigations
- Peer Learning and Exposure to Communities of Practice

In 2019, the Anniston Police Department was designated as a Public Safety Partnership site. Only ten cities in the United States were awarded this designation that year. We also partnered with the Oxford Police Department and started sending personnel to the East Metro Area Crime Center. This partnership provided us with access to new technologies and regional information resources.

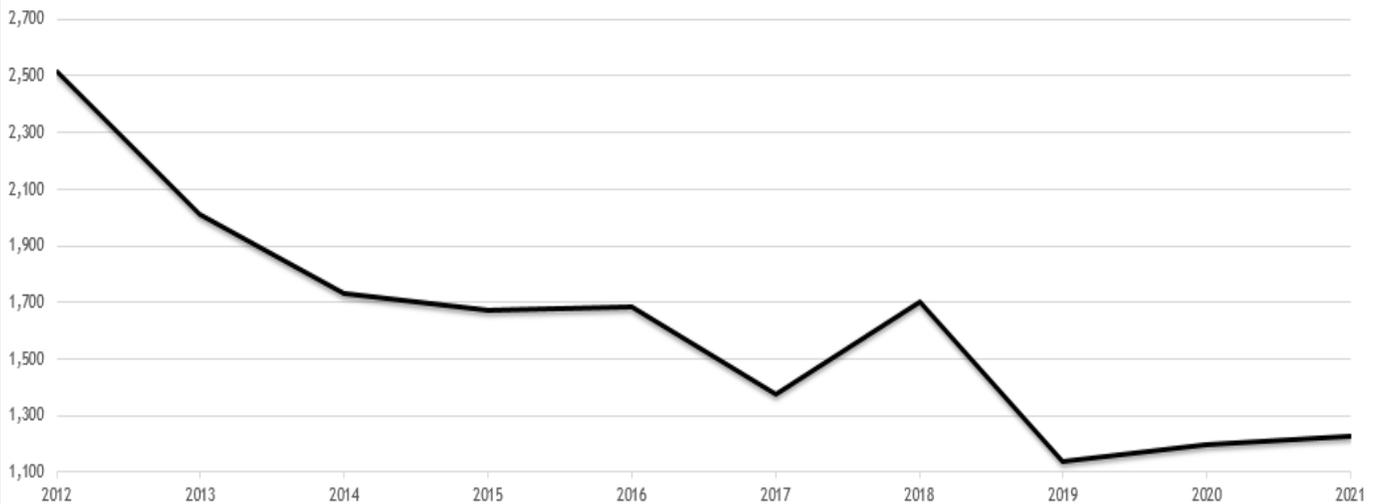
The next few pages contain graphs to visualize the progress of reducing our crime rate over the past few years.

Anniston Part 1 Crime Trend (Criminal Homicide, Forcible Rape, Robbery, Aggravated Assault, Burglary, Larceny-Theft, and Motor Vehicle Theft)



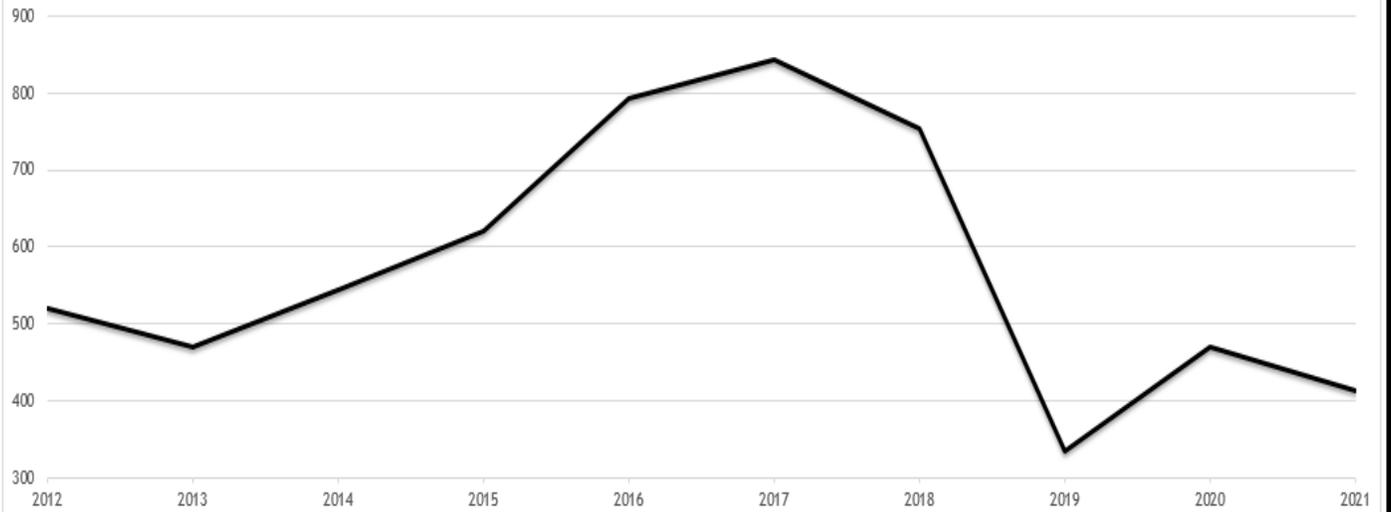
Crime	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average
Part 1 Crimes	3034.00	2479.00	2278.00	2295.00	2534.00	2219.00	2458.00	1472.00	1669.00	1640.00	2207.80

Anniston Property Crime Trend (Burglary, Larceny-Theft, and Motor Vehicle Theft)



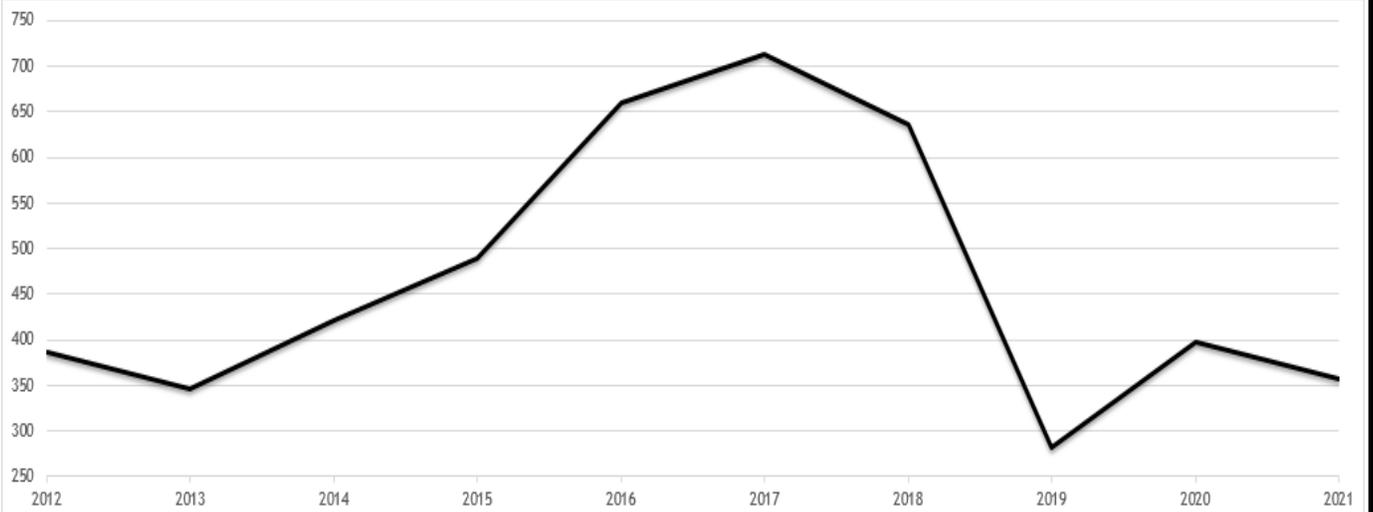
Crime	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average
Property Crimes	2514.00	2009.00	1734.00	1674.00	1685.00	1375.00	1704.00	1138.00	1198.00	1226.00	1625.70

Anniston Violent Crime Trend (Criminal Homicide, Forcible Rape, Robbery, and Aggravated Assault)



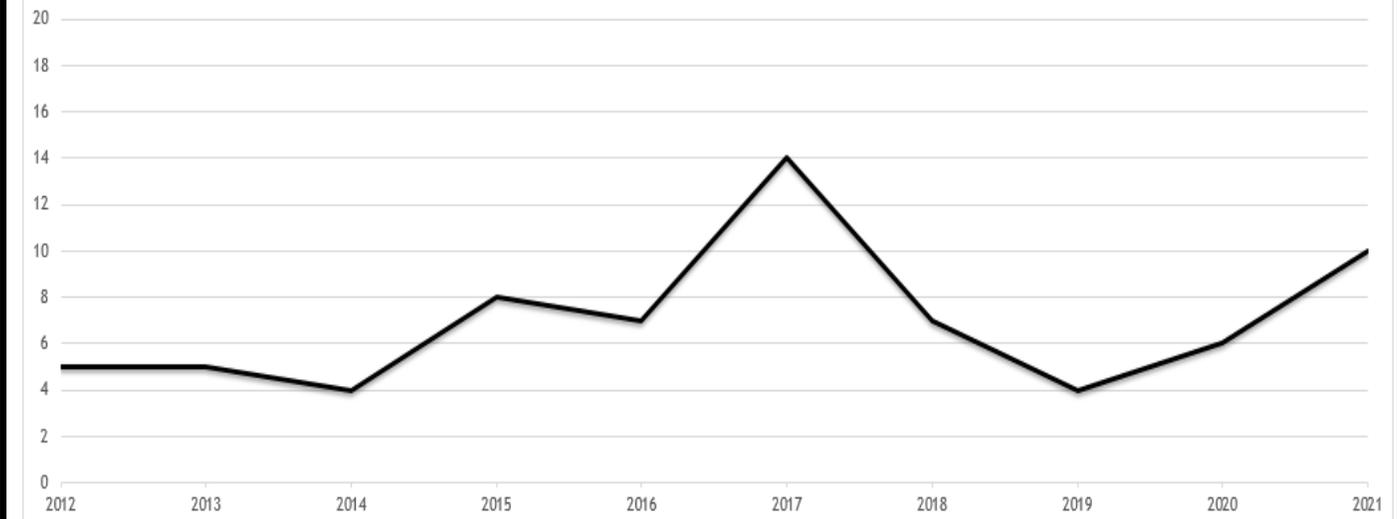
Crime	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average
Violent Crimes	520.00	470.00	544.00	621.00	792.00	844.00	754.00	334.00	471.00	414.00	576.40

Anniston Aggravated Assault Crime Trend



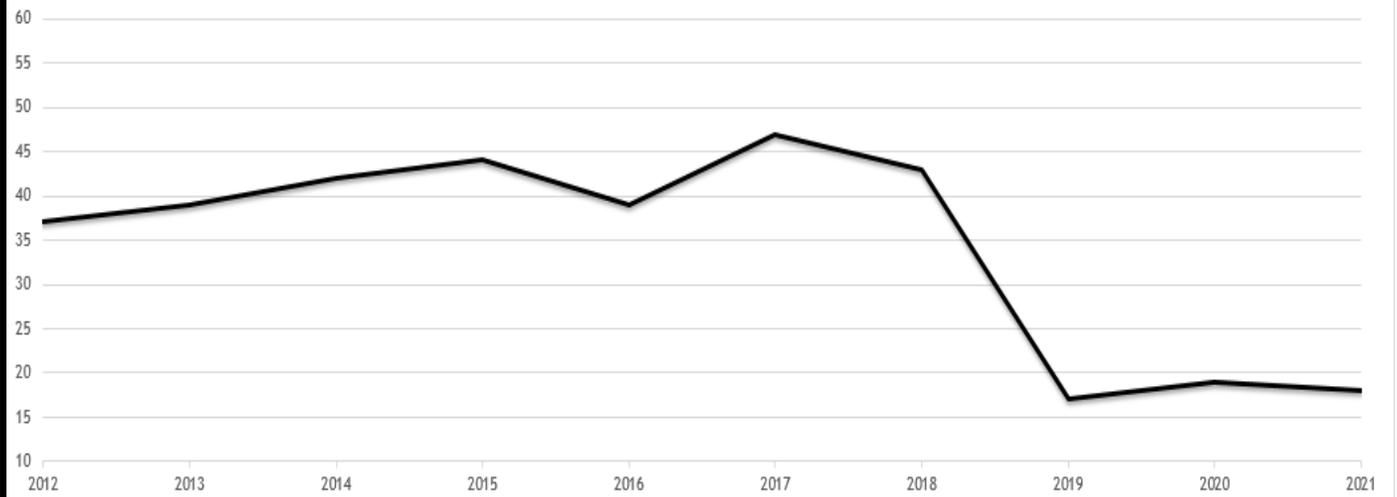
Crime	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average
Aggravated Assault	386.00	347.00	421.00	490.00	659.00	712.00	636.00	282.00	398.00	357.00	468.80

Anniston Criminal Homicide Crime Trend



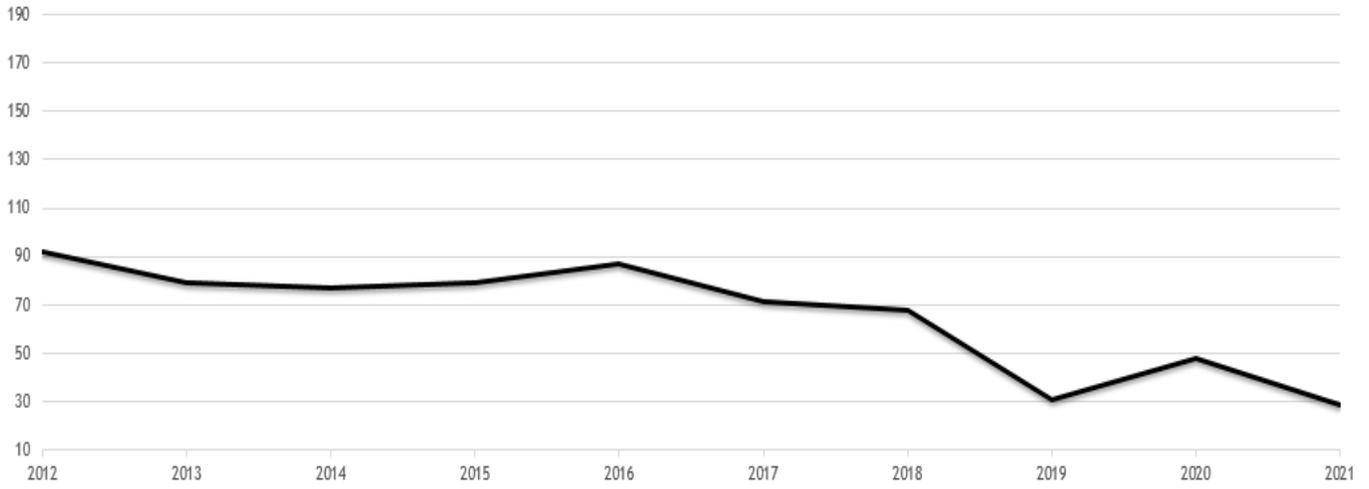
Crime	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average
C. Homicide	5.00	5.00	4.00	8.00	7.00	14.00	7.00	4.00	6.00	10.00	7.00

Anniston Rape Crime Trend



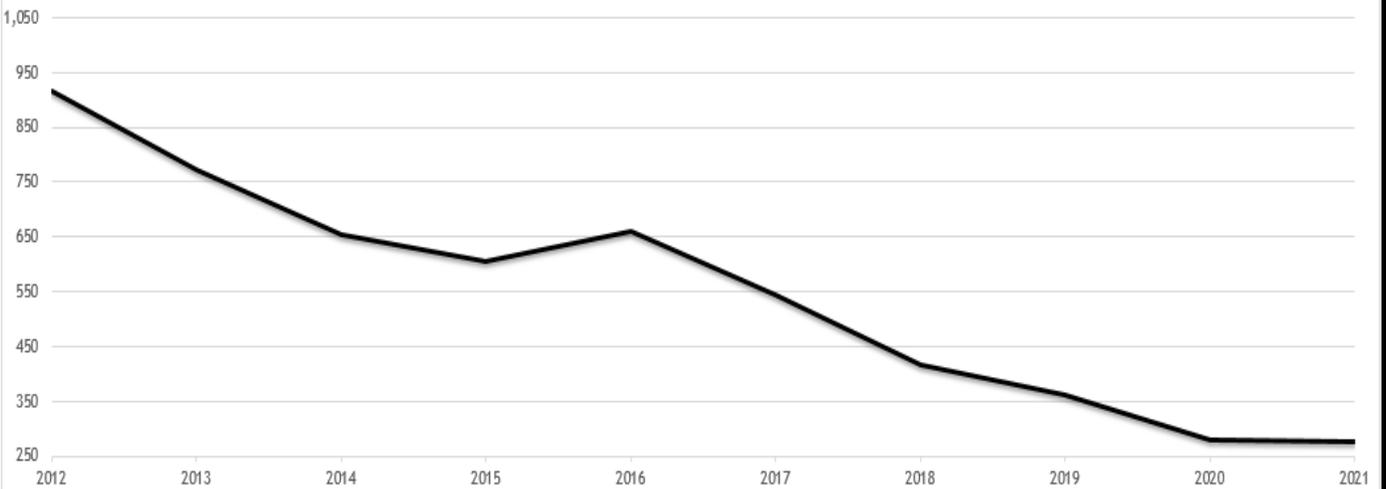
Crime	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average
Forc. Rape	37.00	39.00	42.00	44.00	39.00	47.00	43.00	17.00	19.00	18.00	34.50

Anniston Robbery Crime Trend



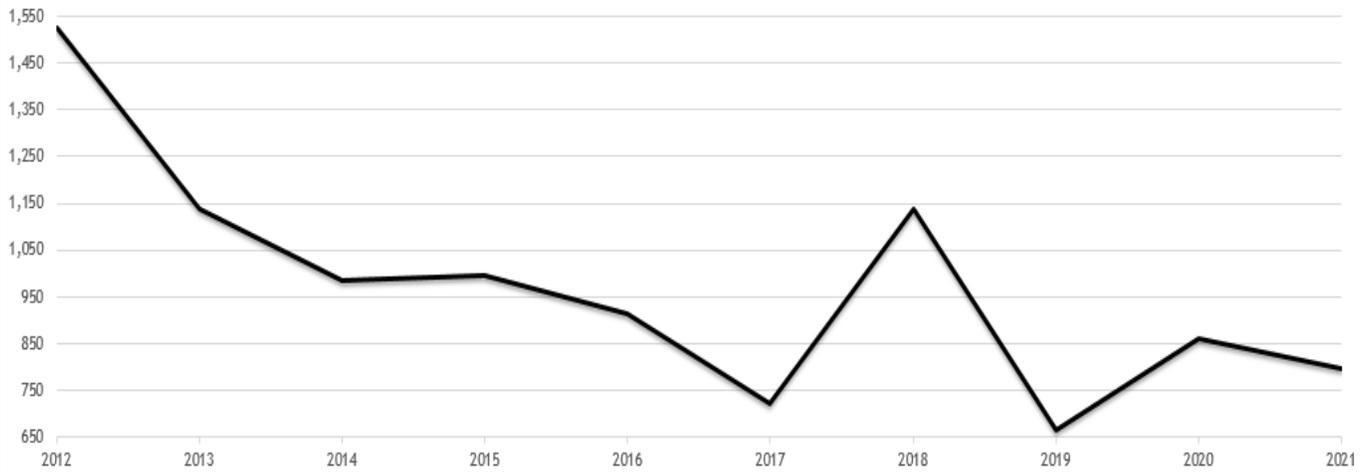
Crime	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average
Robbery	92.00	79.00	77.00	79.00	87.00	71.00	68.00	31.00	48.00	29.00	66.10

Anniston Burglary Crime Trend



Crime	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average
Burglary	917.00	774.00	654.00	606.00	659.00	544.00	416.00	361.00	280.00	276.00	548.70

Anniston Larceny-Theft Crime Trend



Crime	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average
Larceny-Theft	1526.00	1136.00	986.00	994.00	914.00	722.00	1137.00	667.00	860.00	796.00	973.80

TOTAL

Anniston Motor Vehicle Theft Crime Trend



Crime	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Average
MVT	71.00	99.00	94.00	74.00	112.00	109.00	151.00	110.00	58.00	154.00	103.20

Grants

We utilized the following grants in 2021:

- Edward Byrne Memorial Justice Assistance Grant (JAG)
- The Bulletproof Vest Partnership (BVP) Grant
- The COPS Hiring Program (CHP)
- Impaired Driving Grant (Funded by the National Highway Transportation Safety Administration through the Alabama Department of Economic and Community Affairs)
- STEP (Selective Traffic Enforcement Program) Grant (Funded by the National Highway Transportation Safety Administration through the Alabama Department of Economic and Community Affairs)
- CVS/pharmacy's Medication Disposal for Safer Communities Program
- The Strategies for Policing Innovation Grant

These grants fund many programs to enhance the safety of our officers, citizens, and the visitors of Anniston.

The Anniston Police Department was fortunate enough to receive the Strategies for Policing Innovation (SPI) grant in October of 2019. This grant spans three years and will fund \$496,012 worth of new technology and research assistance. These funds allowed us to purchase several cameras in 2020 that were placed in areas where we were experiencing higher volumes of property crimes. The cameras act as a deterrence to would be offenders and provide valuable investigative information if a crime is committed. We contracted with Jacksonville State University to conduct the research component of this project. They analyze crime patterns before and after the cameras have been installed using all of the data available to us.

We also have a Street Crimes Unit that was founded in 2018 with the help of a COPS hiring grant. This unit can dedicate all of their time to targeting violent crimes, and the crimes that contribute to them, in our area. They work closely with the 7th Judicial Major Crimes Unit, another local partner who does excellent work in the area.

Street Crimes Unit

Our Street Crimes Unit was founded in March of 2018. Its primary mission is to eradicate violent crimes and their contributing causes, such as the local drug trade in Anniston. Several violent crimes, from criminal homicide to aggravated assaults, can be tied back to the use and sale of drugs in Anniston. Since its inception, the Street Crimes Unit has been very successful in its mission. Below are the Street Crime Unit's statistics for 2021:

Arrest by Types

- Felony Arrests: 237
- Misdemeanor Arrests: 93
- Unlawful Firearm Possession Arrests: 36
- Warrant Service: 304

Drug Arrest by Category

- Methamphetamine: 111
- Felony Marihuana (Marijuana): 23
- Misdemeanor Marihuana (Marijuana): 23
- Cocaine: 35
- Heroin: 25
- Felony Pills: 44
- Misdemeanor Pills: 3
- Spice (Synthetic Marijuana): 19

The Street Crimes Unit also seized a total of 68 unlawfully possessed firearms during the year.

Accountability and Transparency

The public demands and deserves accountability and transparency from those to whom they grant authority. We appreciate that the public and community we serve supports us in our mission and gives us the trust we need to perform our duties.

There are times when an officer needs to make a traffic stop or take someone into custody. There are also times when a police officer may need to use some degree of force to make an arrest or protect themselves or others. We must ensure that those decisions are made based on legal and moral considerations and not based on other factors, such as a person's ethnicity, race, religion, sex, etc.

To help us accomplish this mission, we utilize extensive screening procedures during the hiring process, the proper span of control of personnel, and early intervention systems. We conduct annual training to include: ethics training, mental health training, use of force training, and anti-bias training. We conduct investigations into every use of force incident, citizen complaint, and internal complaint that we receive. Our officers utilize body-worn cameras that greatly assist in these investigations.

In 2015 we began conducting an annual analysis of our early warning system, arrests, traffic stops, asset forfeitures, complaints, hiring practices, and our use of force incidents. The review is sent to the Chief of Police in a memorandum format. The 2021 reports are listed on the next few pages.

2021 Recruitment Analysis

We have completed another year of recruiting. We implemented our current recruitment plan in December of 2015, with the purpose of this plan being to achieve the goal of an ethnic, racial, and gender workforce composition in the sworn law enforcement ranks in approximate proportion to the makeup of our service community. The recruitment plan does not mandate hard quotas, such as hiring one female for every two males hired, nor is the Anniston Police Department expected to lower hiring standards or criteria. The Anniston Police Department is not expected to hire an individual who is not qualified to perform the duties of a police officer.

Since implementing the plan, we have attended numerous career fairs at The Venue at Coosa Landing, Anniston High School, Munford High School, Jacksonville Community Center (East Alabama Works Career Fair), Stillman College, Talladega College, Gadsden State Community College, Jacksonville State University (Black Alumni Chapter Diversity Workforce Recruitment Fair as well as the Spring and Fall Career Co-Op and Internship Fairs), Soldier for Life Program (Fort Benning, Ga.), Ft. McClellan 100-year celebration, the Gadsden Area Job Fair (Alabama Department of Labor) and more. We have obtained professional quality display material which showcases our African-American and female officers, along with our special divisions and benefits. We have posted job announcements in The Anniston Star newspaper and on our very successful social media accounts. By far, our best recruitment tool to date has been the Police Department's Facebook page. During the background and hiring process, one of the things we track is where the applicant heard that our department was hiring police officers. The vast majority of applicants answer that they

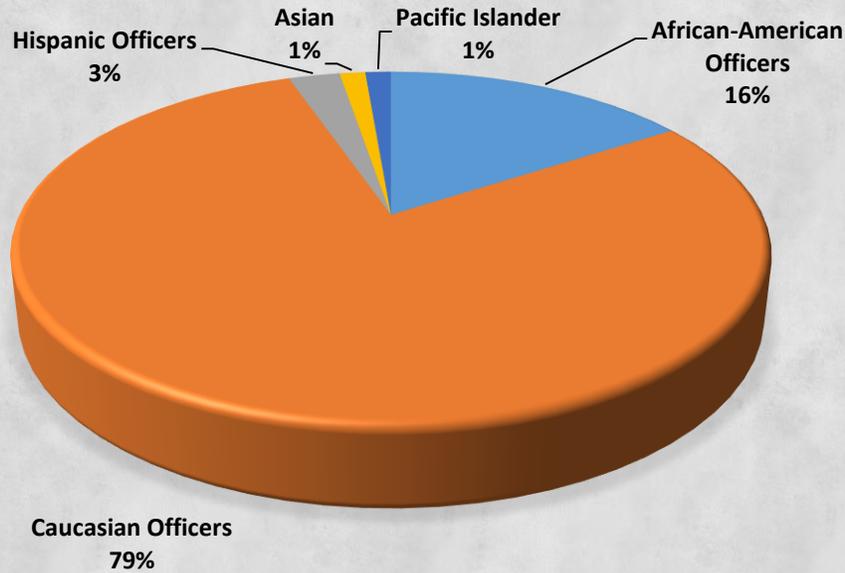
saw our hiring posts on Facebook. Our least effective tool to date has been career fairs, yielding only one officer hired from all the listed career fairs we participated in.

The 2020 recruitment analysis yielded the following statistics: We had 59 Caucasian officers (72%), 17 African-American officers (21%), 3 Hispanic officers (4%), 2 Asian officers (2%) and 1 Pacific Islander officer (1%). There were 76 male officers (93%) and 6 female officers (7%).

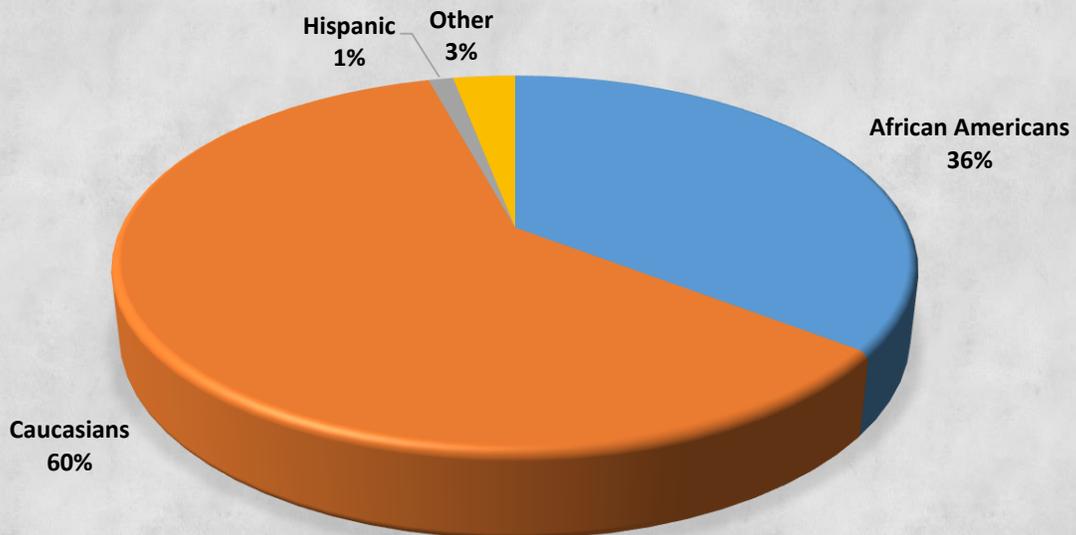
As of January 7, 2022, the Anniston Police Department has 60 Caucasian officers (79%), 12 African-American officers (16%), 2 Hispanic officers (3%), 1 Asian officer (1%) and 1 Pacific Islander officer (1%). There are 71 male officers (93%) and 5 female officers (7%).

According to the most recent United States Department of Justice's Bureau of Justice Statistics' *Local Police Departments, 2016: Personnel* published in October 2019, in 2016, 28% of local police officers were members of racial or ethnic minority groups. An estimated 13% of officers were Hispanic or Latino, 11% were African-American, and 4% were Asian, Native Hawaiian, Pacific Islander, American Indian, or Alaska Native, and 1% were listed as unknown races leaving, 71% of officers being Caucasian. The same report listed males accounting for 88% of the officers and females accounting for 12%.

A demographic percentage breakdown of the current APD sworn workforce is listed on the following pages:



Our service population (city limits and police jurisdiction) is comprised of approximately 26,019 Caucasians, 15,314 African-Americans, 515 Hispanics, and 1,295 listed as “Other” based on information provided by Mike Brewer of Calhoun County GIS. A demographic percentage breakdown chart is listed below:



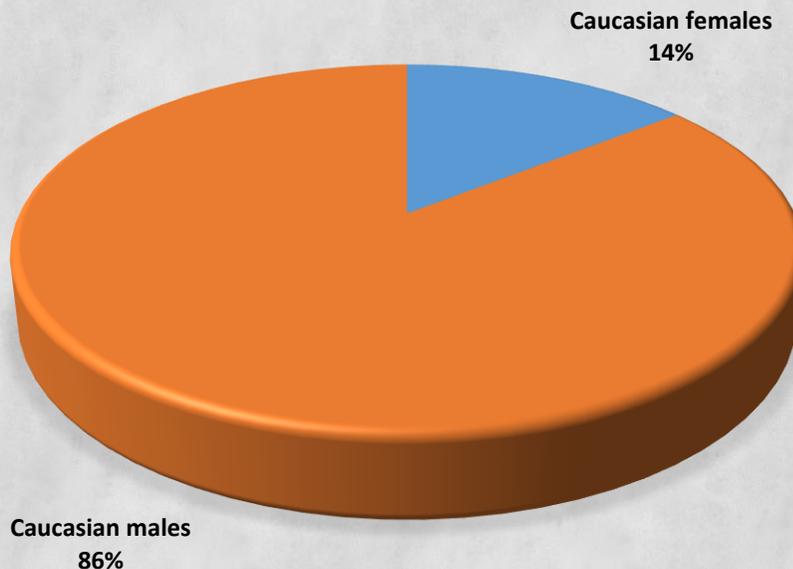
We received a total of 47 applications for the position of police officer in 2021. Of those 47 applicants, 35 were Caucasian (74%), 10 were African-American (21%), 1 was Asian (2.5%), and 1 was listed as Other (2.5%). 38 were male applicants (81%) and 9 were female applicants (19%). Of the applications received, 33 applicants (70%) either did not meet the minimum employment standards or did not participate in the full hiring process after submitting an application for employment.

Officers hired in 2021

For the calendar year of 2021, we hired:

- 12 Caucasian males (86% of the total hires)
- 2 Caucasian females (14% of the total hires)

See chart below for a pie graph representation of 2021 hires:



Our primary hiring pool comes from Calhoun County. Based on the most recent numbers from the U.S. Census Bureau, as of July 1, 2019, the population of Calhoun County was 113,605. They listed the demographic breakdown as follows:

- Caucasian 73%
- African-American 22%
- Hispanic 4%
- Asian .2%
- Pacific Islander .1%

According to Lucas Gockel, the research analyst for the Calhoun County Economic Development Council, only approximately 39% of people residing in Calhoun County can meet our minimum standards based on age, physical ability, and education. That estimate does not account for the desire to become a police officer, criminal/driver histories, or drug usage. We have strict hiring standards for a good reason, and those standards disqualify many applicants.

Our Goal

Our ultimate goal is to achieve a workforce that reflects the demographic makeup of our service population. Based on the latest numbers we received for our service population, an equally represented workforce of 92 officer positions would consist of:

- 54 Caucasian officers (59%)
- 31 African-American officers (34%)
- 4 Hispanic or Latino officers (4%), and
- 3 officers that fall into the “Other” category (3%)
- 49 of the 92 officers would need to be female (53%)

Our Progress toward the Goal

As of January 2022, we currently have 76 officers employed out of our 92 allotted positions. The current breakdown of employed officers vs. our goal:

- 60 Caucasian officers (111% of our goal)
- 12 African-American officers (39% of our goal)
- 2 Hispanic officers (50% of our goal)
- 2 officers in the “other” category (1 Asian officer and 1 Pacific Islander officer (67% of our goal)
- 5 female officers (10% of our goal)

As you can see by our application percentages, the application rates for African-Americans were slightly lower than our available workforce percentage (21% application rate vs. 22% of the primary available workforce). We are slightly higher on the number of Caucasian applicants compared to the available workforce percentage (74% vs. 73%). We fell just short on the number of Hispanic or Latino applicants (0% vs. 4% of the available workforce). Our biggest discrepancy is the number of female applicants we received. Females only accounted for 19% of our applications received but 53% of our available workforce.

Problems

- Only 12 out of the 35 (34%) Caucasian applicants that applied in 2021 could meet the minimum employment standards.
- Only 1 out of the 10 (10%) African-American applicants that applied in 2021 could meet the minimum employment standards.

- Only 2 of the 9 (22%) female applicants that applied in 2021 could meet the minimum employment standards.

These numbers are not isolated to our community. If you look at the national averages, you will notice our numbers are comparable to law enforcement agencies across the country. One of our challenges is the percentage of our available workforce compared to the service population and city limits. African-Americans account for 34% of our service population and 52% of our city population, but only 22% of our available workforce. The female population is about average across the board (52-55%), yet only 19% of our applicants are female. With the lower number of applicants, and higher number of disqualifications, we will continue to combat these issues by targeting African-American and female applicants at a higher rate than other demographics to better reflect the community we serve.

We have attempted to do this by targeting minority communities in our social media recruiting efforts and by conducting in-person recruiting events in predominantly minority areas of the state. We were not able to attend any in-person recruiting events due to the majority of them being cancelled due to Covid during 2021. We also continue to implement a plan to target more female applicants. That plan is detailed below.

We drafted a plan to help aid in attracting more female applicants and to ensure that more female applicants were able to successfully complete the minimum pre-employment standards. The plan that we have implemented is a three step plan which is as follows:

- 1. Female-specific recruiting media** - We will be meeting with our current female officers to work on new recruiting materials

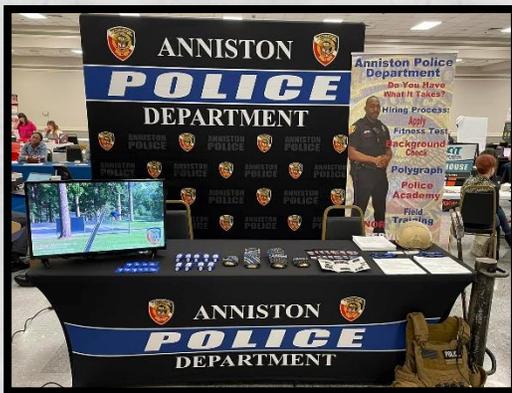
geared explicitly toward reaching potential female applicants. We have always included our female officers in our recruiting materials, but we will be creating new pamphlets and a recruiting video specifically targeting female applicants.

2. **Female support program** - The goal of this initiative is to put females who show interest in working for APD in contact with an APD female officer who is willing to speak with them on a personal level and discuss any questions or concerns they may have. Many times women have unique concerns and apprehensions when it comes to the work of a law enforcement officer due to them being mothers away from their children, etc. We have already seen this program yield positive results since its implementation. We believe very strongly that this initiative can foster more females applying with, and ultimately remaining employed by, APD.

3. **Female applicant training program** - Other than getting females to apply initially, our biggest challenge by far is getting female applicants to take, and successfully complete, the physical fitness test. This is a minimum standard requirement of the state training commission, so we are not able to adjust the standard. As a result, we have implemented a training program for female applicants who feel they may struggle with some parts, or all, of the physical fitness requirements. We have a great gym facility here at APD, and we have access to the track at the Anniston PARD Aquatic and Fitness Center. We will contact female applicants (or potential applicants) and offer to set up training times to help them increase proficiency in the specific areas needed in law enforcement work. These include, but are not limited to, cardiovascular training and strength training. The vast majority of female applicants who take our

physical fitness test, do not pass it, so a successful training program can yield instant results.

In conclusion, we will continue to strive to meet our current challenges with new and innovative ways to recruit and retain a professional and diverse workforce successfully. We believe strongly in our current path and are confident it will yield positive results in the near future.



2021 Anti-Bias Analysis

We completed an administrative review of biased based profiling complaints for the calendar year of 2021. Of the 45,709 documented citizen contacts, we only received 16 complaints against 20 police department members, which accounts for .04% of citizen contacts. The complaints ranged anywhere from unprofessional conduct to excessive force. The one excessive force complaint was investigated and unfounded. None of the 16 complaints were in reference to alleged racial profiling.

The complaint categories and dispositions are as follows:

- Unprofessional Conduct/Rudeness – 6 total, 5 were sustained and 1 was unfounded.
- Excessive Force – 1, unfounded.
- Harassment – 3 total, all were unfounded.
- Reckless Driving – 1, sustained.
- Unlawful Arrest – 2, both were unfounded.
- Officer Lost Property – 1, unfounded.
- Damaged Property – 2, 1 was exonerated and 1 was unfounded.
- Denial of Medical Treatment – 1, unfounded.
- Unlawful Tow – 1, unfounded.

According to our records management software (Spillman) we arrested 809 African-Americans (44% of our arrest population), 1,022 Caucasians (55% of our arrest population), 12 Hispanics (0.6% of our arrest population), 2 Asians (0.11% of our arrest population), and 3 arrestees were labeled as “unknown” (0.16% of our arrest population). We arrested 1298 males (70.24% of our arrest population) and 550 females (29.76% of our arrest population). *****Note: Spillman does not break down arrest by race and sex. It will only show the total number by race alone or the total number by sex alone. *****

The following traffic stop statistics were provided by the APD records division and came from the RC Main Motorola database. African-American males accounted for 25% of the police department’s traffic stops (2,054) and 30% of its citations (727). Caucasian males accounted for 35% of the department’s traffic stops (2,928) and 36% of its citations (871). Hispanic males accounted for 2% of the department’s traffic stops (152) and 2% of its traffic citations (47). Asian males accounted for less than 1% of the department’s traffic stops (16) and less than 1% of its traffic citations (4). African-American females accounted for 15% of the department’s traffic stops (1,301) and 14% of its citations (347). Caucasian females accounted for 21% of the department’s traffic stops (1,767) and 17% of its citations (406). Hispanic females accounted for 1% of the department’s traffic stops (66) and less than 1% of its citations (13). Asian females accounted for less than 1% of the department’s traffic stops (7) and less than 1% of its traffic citations (1). An additional statistical category of “Unknown” accounted for 1% of the department’s traffic stops (72) and 1% of its citations (28).

According to City-Data.com, the demographics for the population of the Anniston city limits for 2019 (the most recent recorded year) is as follows:

- Black alone 52.0% (11,337)
- White alone 41.1% (8,966)
- Two or more races 3.3% (724)
- Hispanic 2.6% (460)
- Asian alone 1.1% (236)
- American Indian alone .1% (26)
- Other race alone .1% (22)

Total population: 21,287

The Anniston Police Department serves not only the city limits but also a police jurisdiction roughly three miles outside of the city limits. It is difficult to determine the actual demographic makeup of the service population because most reports only report the makeup of the city limits. To help with this issue, we turned to Mike Brewer, the Principal GIS Analyst for the East Alabama Regional Planning and Development Commission. Using numbers from the 2010 Census Block Level (most detailed, and they only update those numbers every ten years), he was able to produce a pretty close representation using our information. He estimates that the demographics are as follows:

- Black alone 35.5% (15,314)
- White alone 60.3% (26,019)
- Two or more races 1.8% (778)
- Asian alone .80% (330)
- Hawaiian Pacific alone .05% (20)
- American Indian alone .40% (167)
- Other race alone 1.2% (515)

Total population: 43,143

There were 5 asset forfeiture cases in 2021. From those 5 cases, \$563,180.12 in U.S. currency was seized.

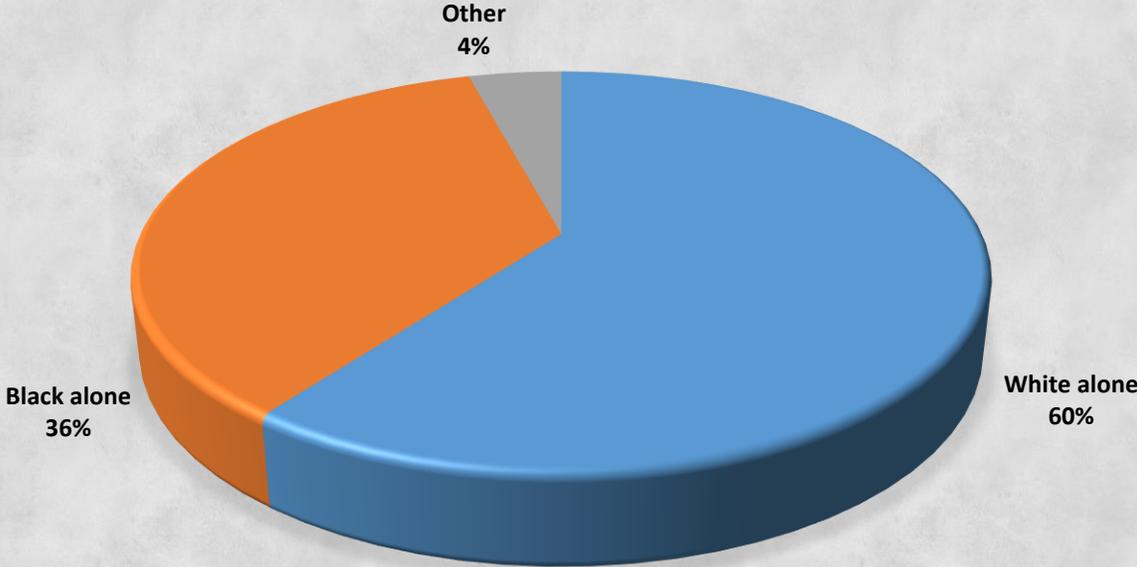
The data listed above supports the assessment that Anniston Police Officers are conducting ethical stops, based on legitimate criteria, instead of engaging in bias based profiling tactics. Furthermore, the extremely low percentage of citizen complaints in general goes to show just how professional the officers of this agency truly are. There were isolated incidents that resulted in some sustained complaints, and those issues were addressed immediately and do not require further training.

The Anniston Police Department also reports to a citizen advisory board (APCAC) comprised of citizens of Anniston. We did not receive any concerns of bias based profiling from the citizen advisory board during 2021.

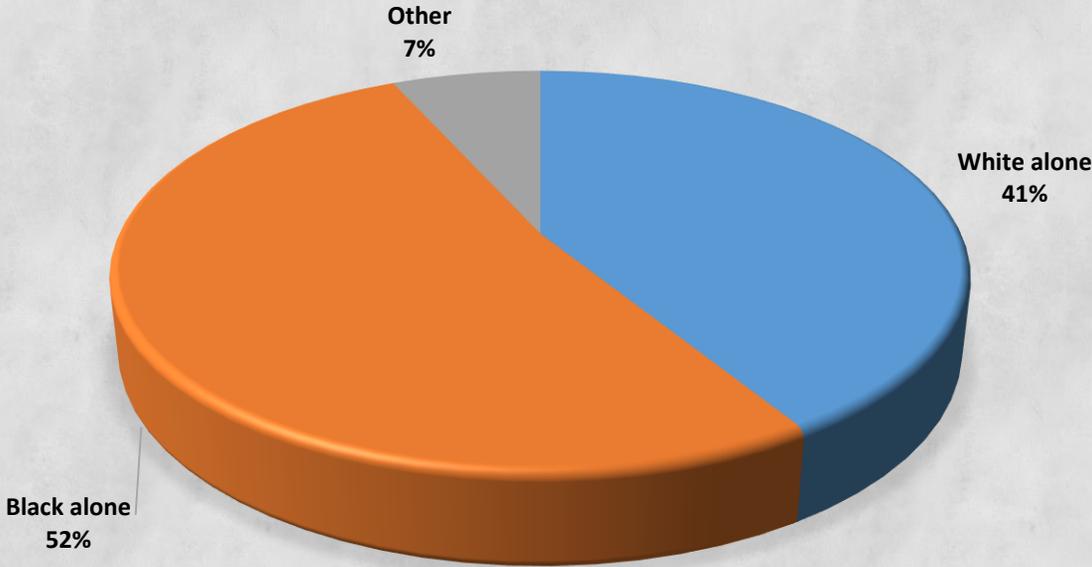
The “Bias Based Profiling” policy training was conducted by the department in 2021, along with an administrative review of the policy itself. No additional training, equipment needs, or changes to the policy were needed.

Please see charts on the next few pages for a visual representation of the data listed above.

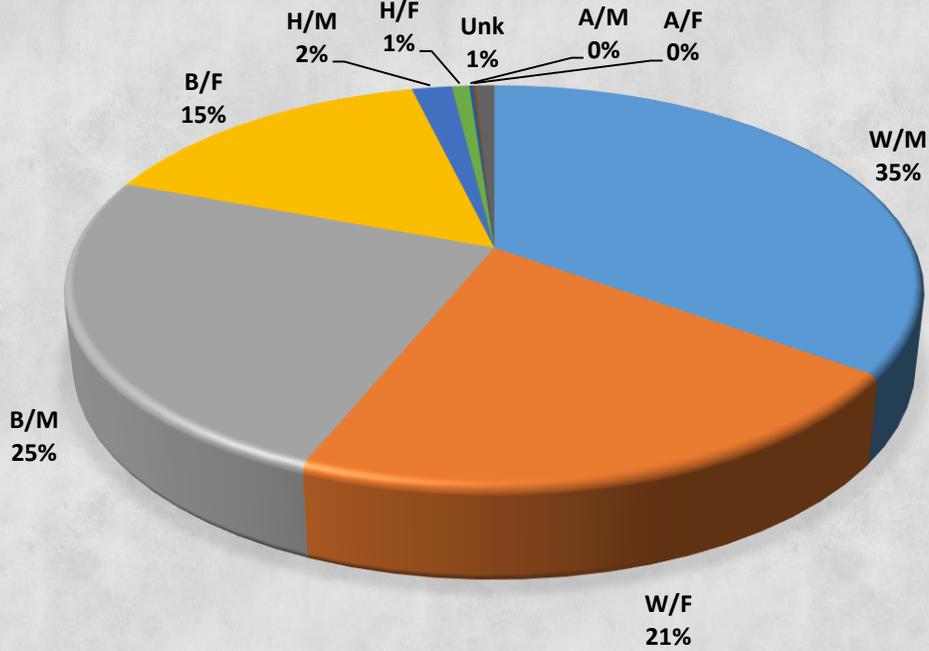
POPULATION INCLUDING POLICE JURISDICTION



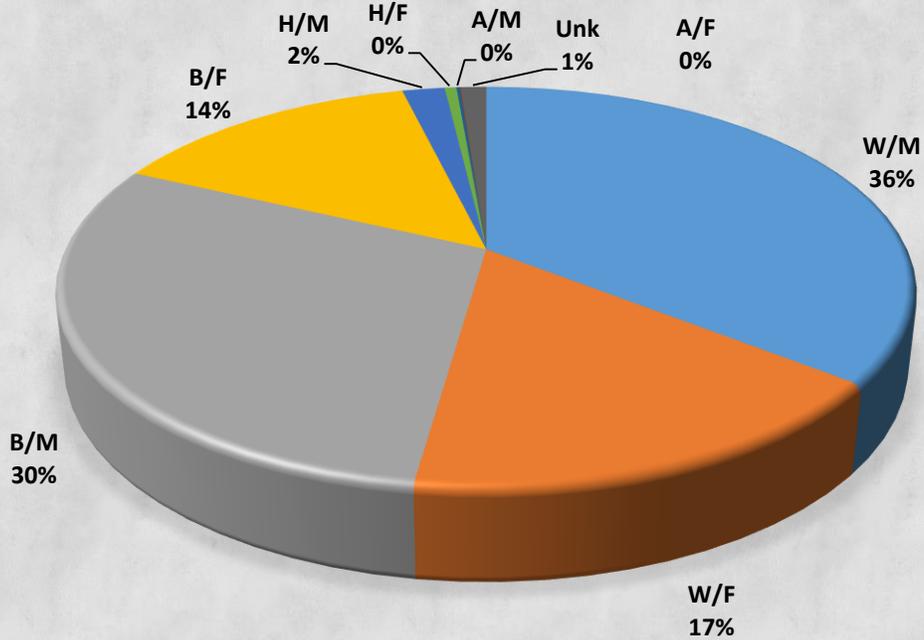
POPULATION CITY LIMITS



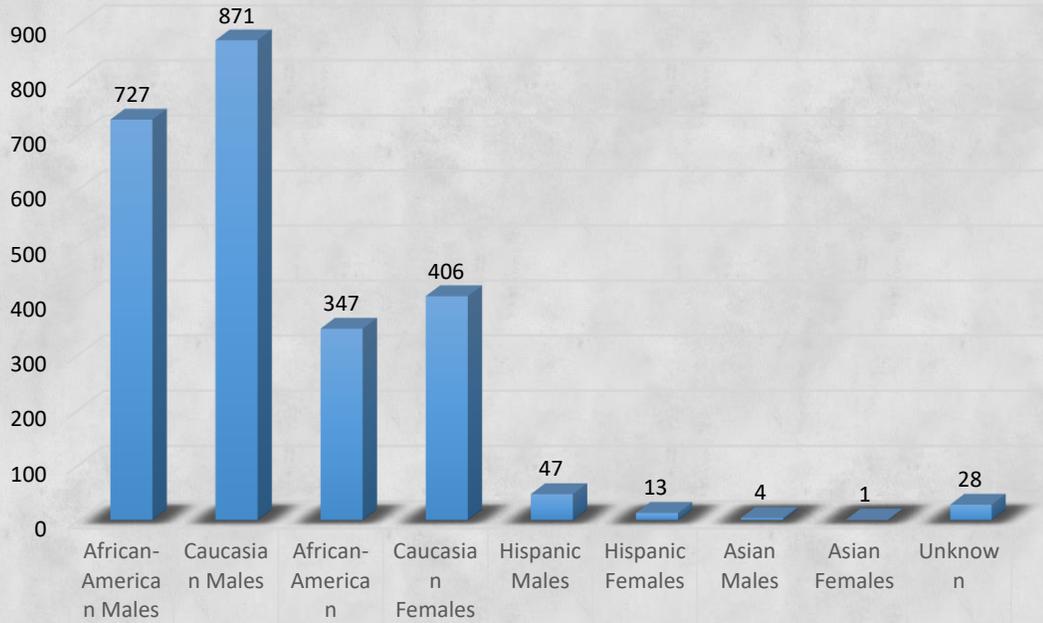
PERCENTAGE OF TRAFFIC STOPS



PERCENTAGE OF CITATIONS

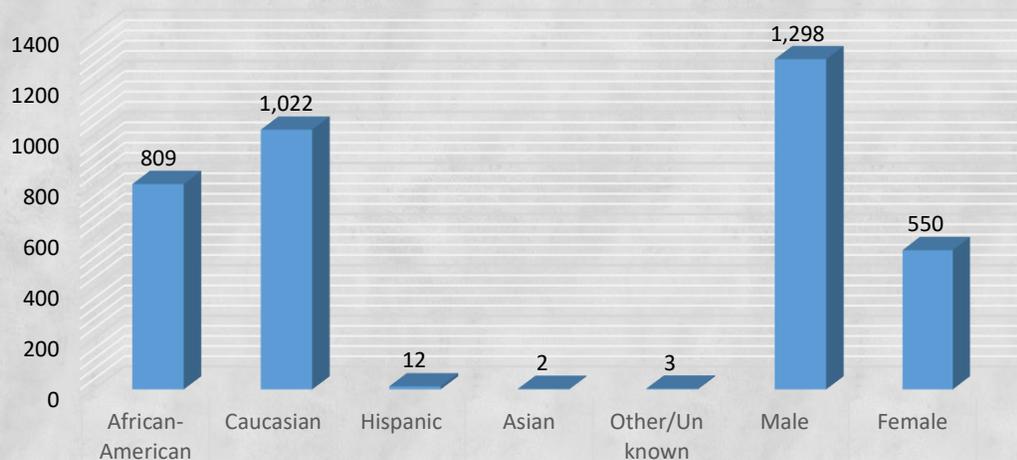


Traffic Citations issued



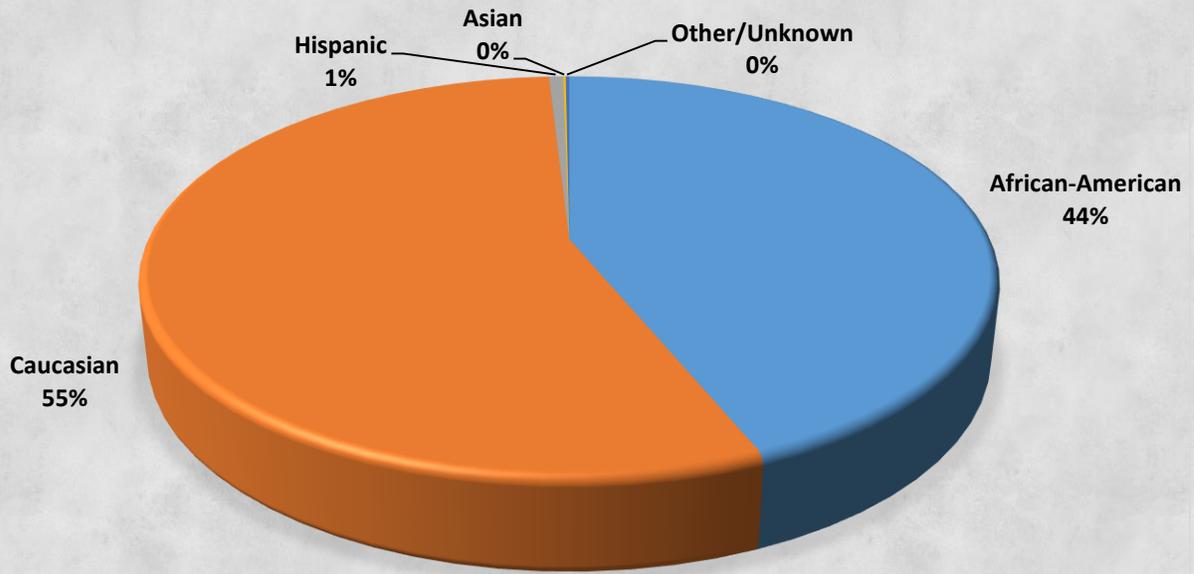
■ Traffic Citations issued	727	871	347	406	47	13	4	1	28
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Arrest Data 2021

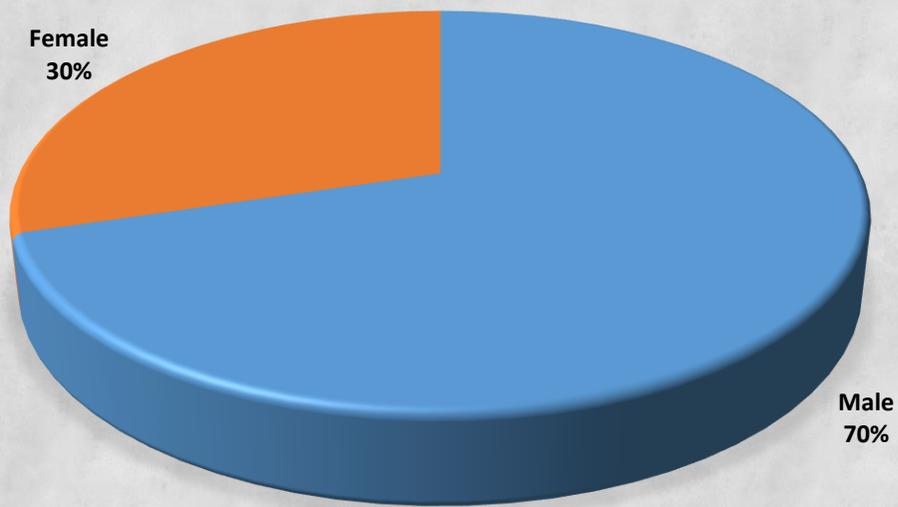


■ Arrest information for 2021	809	1,022	12	2	3	1,298	550
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PERCENTAGE OF ARRESTS



PERCENTAGE OF ARRESTS



2021 Use of Force Analysis

The latest report by the U.S. Department of Justice's *Bureau of Justice Statistics*, titled *Contacts Between Police and the Public, 2018*, was published in December of 2020. Findings described in the report are based on data from the Bureau of Justice Statistics' 2018 Police-Public Contact Survey (PPCS), a supplement to the National Crime Victimization Survey (NCVS). The PPCS collects information on contact with police during the prior 12 months from persons age 16 or older according to the report.

The report states that among the 61.5 million U.S. residents age 16 or older in 2018 who had contact with police during the prior 12 months, 1.3 million (2%) experienced threats or use of force from police. The full report can be found at the following web address:

<https://bjs.ojp.gov/content/pub/pdf/cbpp18st.pdf>

We had 45,709 documented police contacts in 2021. We arrested 1,848 people, which is 4.04% of those encounters. Of those arrested, 11 had force used on them, which is 0.6% of the arrested population and 0.02% of the documented encounters.

A breakdown of the force we used in 2021 is listed on the next few pages.

12 Police Officers used force on 11 different people. In one incident, two officers were involved in a use of force situation with one subject.

- **Type of force used:** The types of force reported were: Firearm, Taser deployment, Soft Hand Control Techniques, and Hard Hand Control Techniques.

There were two incidents where a firearm was used as a means of force applied. The Taser was used once in dart mode. Soft Hand Techniques (grabs, holds, take-downs) were used eight times and Hard Hand Techniques (knee, fist, foot, and elbow strikes) were used five times.

- **Officer injuries:** Five officers were injured during a use of force incident.
- **Subject injuries:** Five subjects were injured during a use of force incident.
- **Subject Condition:** Seven subjects were suspected to be under the influence of alcohol or drugs, and four were believed to be unimpaired.
- **Type of encounter:** Ten of the encounters occurred during a call for service and one was from a traffic stop.
- **Age:** One of the use of force encounters involved a person between the ages of 18-25, seven were between the ages of 26-35, two were between the ages of 36-45, and one was between the ages of 46-55. The youngest person involved in a use of force was 22 years old, and the oldest was 53 years old. The most common reoccurring age was 33 (2 incidents).

- **Time of Day:** Zero occurred between the hours of 0200-0600, three between 0601-1000, three between 1001-1400, one between 1401-1800, four between 1801-2200, and zero between 2201-0200.
- **Month:** January – 0, February – 0, March – 1, April – 0, May – 0, June – 0, July – 2, August – 2, September – 1, October – 3, November – 1, and December – 1.
- **Day of the Week:** Monday – 3, Tuesday – 1, Wednesday – 0, Thursday – 3, Friday – 1, Saturday – 2, and Sunday – 1.
- **Reason:** Of the justifications for use, eight were because of active resistance or higher and three were for non-compliance.
- **Race/Sex:** four of the subjects were Caucasian males, five were African-American males, one was an African American female, and one was a Hispanic male.
- **Zones 1 & 3** had the highest number of use of force situations (3 each). One incident occurred the police jurisdiction.
- **Justified/Unjustified:** All use of force situations were investigated by each officer's immediate supervisor then reviewed by the chain of command. Ten of the use of force incidents were determined to be justified while one was found to be unjustified.

There were 45,709 documented citizen-police contacts. There were 16 citizen complaints against 20 officers in 2021. One person filed a complaint alleging excessive force used by one of our officers, but that complaint was investigated and unfounded. There were no complaints filed in reference to racial bias. The percentage of contacts that resulted in complaints was .04%.

During the 2020 review, the data suggested that our practices, policies, training, and equipment were effective and did not require any changes at that time.

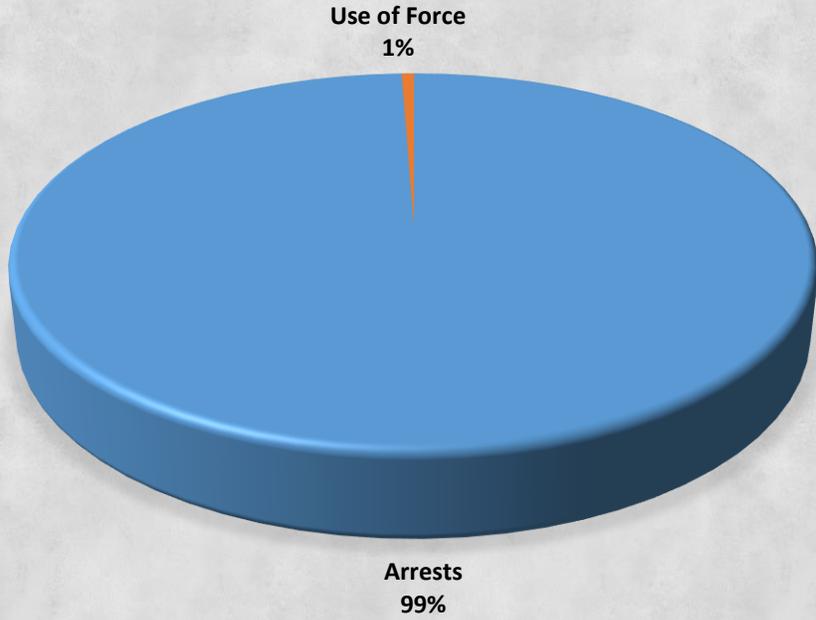
For the 2021 review, we saw overall use of the Taser decrease by 83% from the previous year (6 in 2020 to 1 in 2021). Soft Hand Techniques increased by 14% (7 in 2020 and 8 in 2021) and Hard Hand Techniques decreased by 38% (8 in 2020 to 5 in 2021). A firearm was used twice in 2020 and twice in 2021. Chemical spray was used once in 2020 and was not used in 2021. Overall, we used force on eleven people during 2021, which was a 35% decrease from the 17 people during 2020.

Our overall use of force percentage compared by arrested population saw a 33% decrease from the previous year (0.9% in 2020 to .06% in 2021). We saw a 38% decrease in the number of arrestees injured from the previous year (8 in 2020 to 5 in 2021). We saw a 35% decrease in the number of arrestees who had force used against them (17 in 2020 to 11 in 2021) We saw a 25% increase in the number of officers injured (4 were injured in 2020 versus 5 injured in 2021).

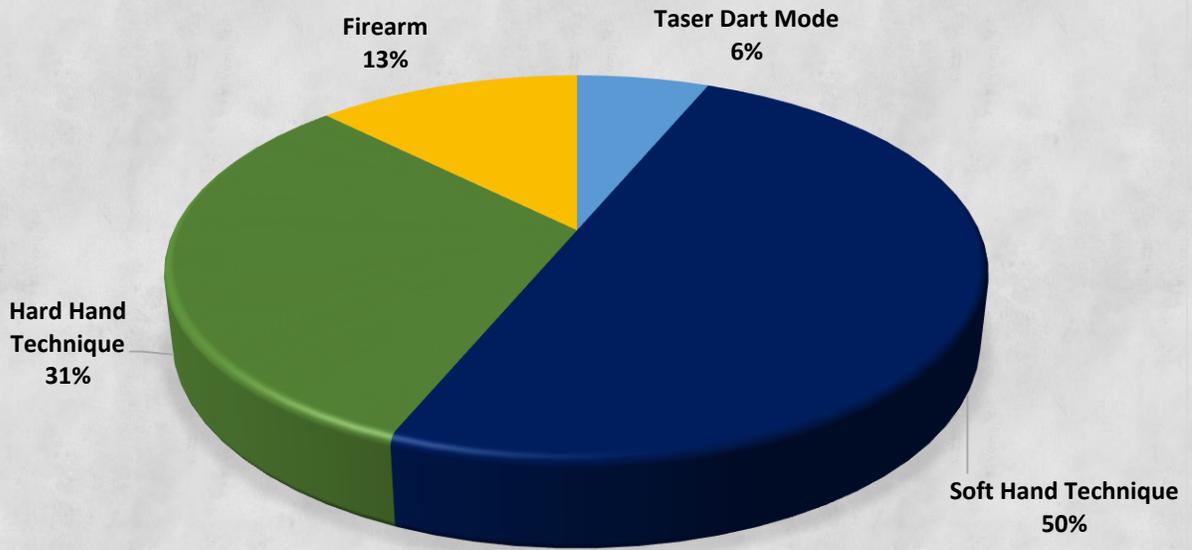
Overall, the data compiled and provided in this report reflects that our policies, training, and practices are effective, and have been implemented well by our officers, department wide. As illustrated above, our use of force percentage is well below the national average.

The next few pages contain charts depicting the key points of information listed in this analysis.

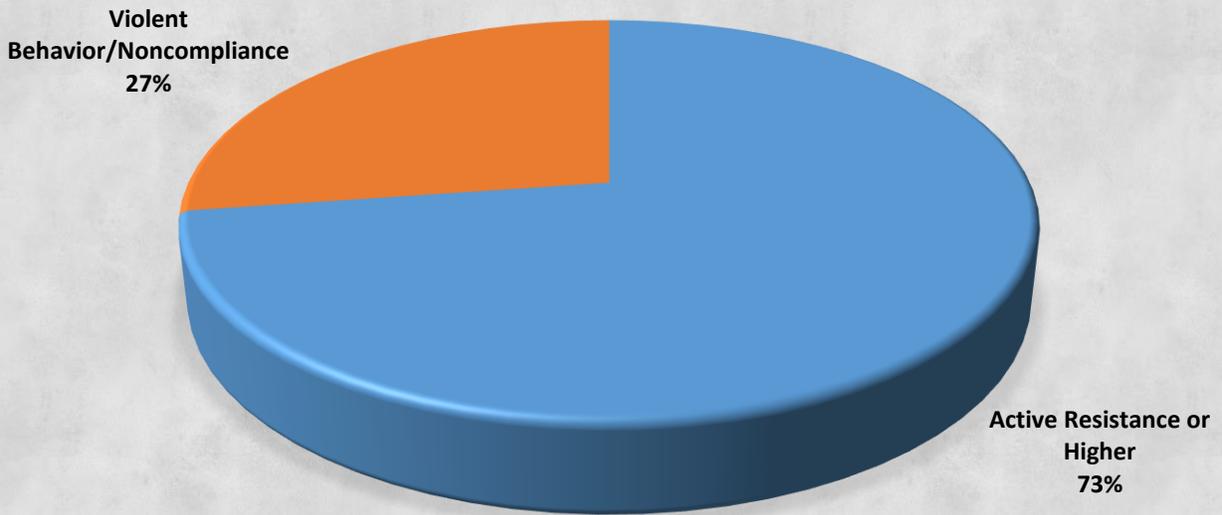
ARRESTS VS. USE OF FORCE 2021



USE OF FORCE BY TYPE 2021



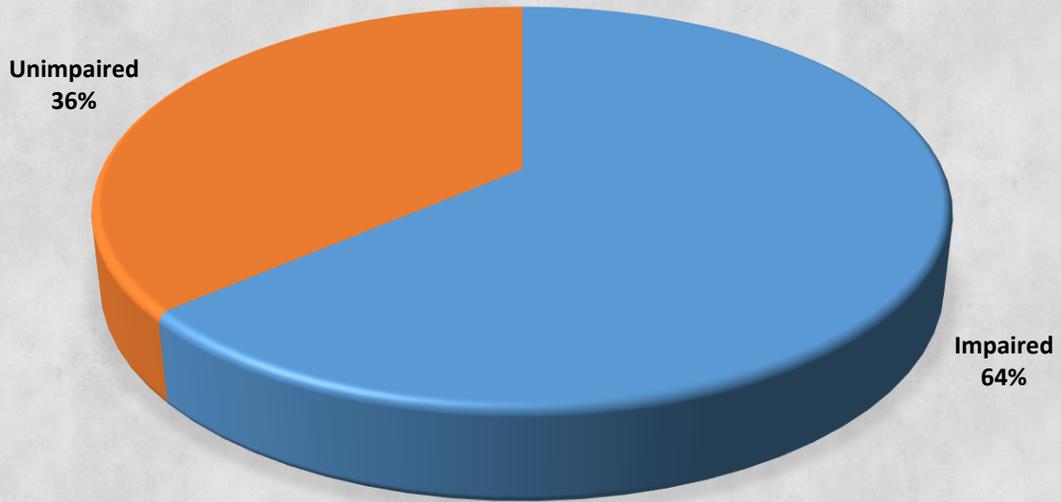
LEVEL OF RESISTANCE BY SUSPECT



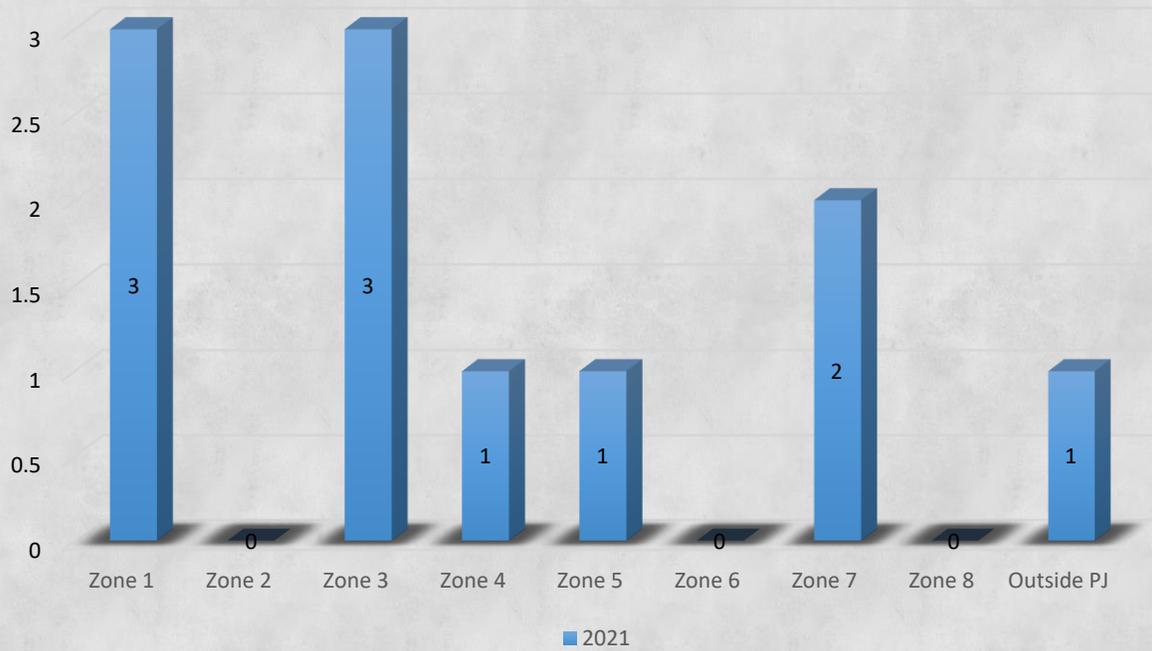
TYPES OF ENCOUNTERS 2021



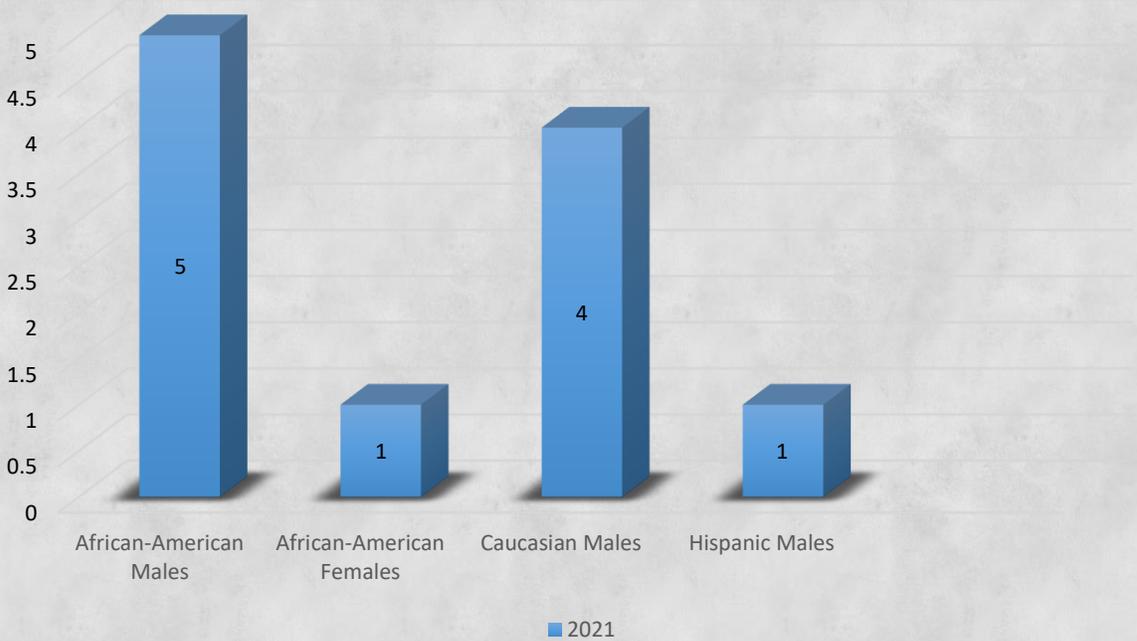
CONDITION OF SUSPECT 2021



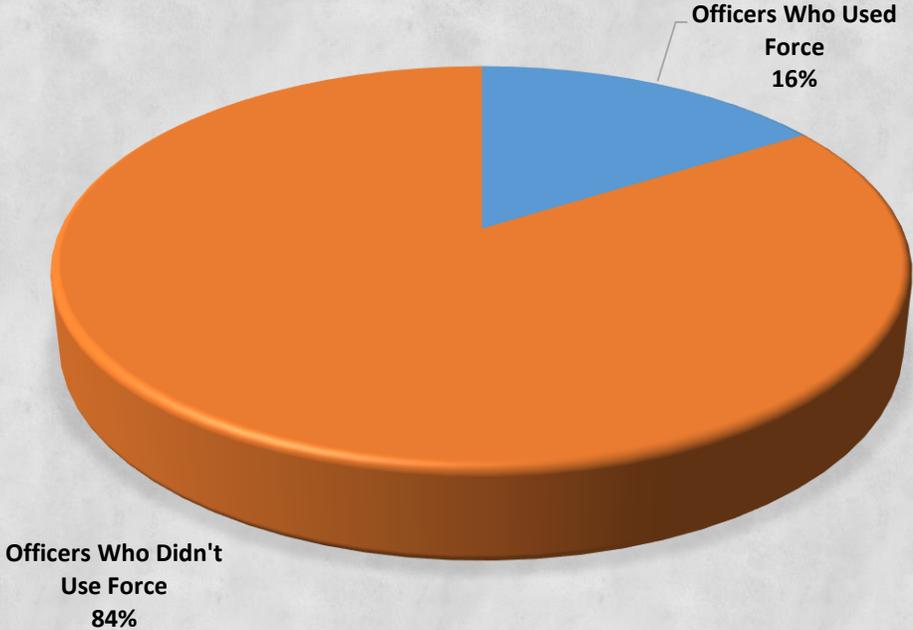
Use of Force by Zone



Use of Force by Race/Sex 2020



DEPARTMENT USE OF FORCE BY PERSONNEL 2021



2021 Early Warning System Analysis

We began using Guardian Tracking as our Personnel Early Warning System in late 2015. We generated 574 entries in the Guardian Tracking system during 2021. A detailed breakdown of the entries is listed below:

Corrective/Discipline

- Counseling Statements: 28
- Reprimands: 12
- Suspensions: 1
- Remedial Trainings: 1
- Terminations: 0
- Early Intervention Responses: 4
- Career Development 2

Positive

- Public Recognitions: 6
- Peer Recognitions: 3
- Supervisor Recognitions: 4
- Letters of Appreciation: 10
- Letters of Commendation: 4

Investigations

- Use of Force: Animal: 11
- Use of Force: Vehicle Pursuit: 30
- Use of Force: Empty Hand: 9
- Use of Force: Spray 0
- Use of Force: Taser: 1
- Use of Force Firearm: 4
- Citizen Complaint: 20 (16 complaints/20 officers)
- Grievance 0

Training/Evaluations

- Employee Performance Reports: 81
- Training Certificates: 343

By looking at the data listed above, it appears the system is working as intended. We are seeing Early Intervention Flags being triggered when they should, supervisors are monitoring the system and taking appropriate actions, and employees are interacting with the system.

2021 Officer of the Year



Corporal Donald McGraw was selected as Officer of the Year for 2021.

Corporal McGraw is assigned to the Special Operations Division as a School Resource Officer (SRO). He volunteered for this assignment because he saw the SRO in his school as a positive role model growing up.

He hopes to be a positive influence on our next generation by being helpful, trustworthy, and dependable to those he has the opportunity to serve.

Corporal McGraw's commitment to community is second to none. He has a heart of gold and tries to help people whenever the opportunity arises. In addition to being a police officer / SRO, he is also a member of the department's special response team, honor guard, and community relations unit. He mentors youth as a "big brother" in the Big Brother Big Sisters of America program. He served nine years in the Alabama Army National Guard, during which time he met a fellow guard member who brought him to the Anniston Police Department.

Corporal McGraw attended all but one of the community events that we were a part of in 2021. He was the driving force and backbone of the annual toy drive this year. He came in on several of his off days during that time to make sure it was a success. His integrity and commitment to this city, department, and community are the reasons he was selected for this year's award. We are very proud him and can't wait to see what he does next.

Community Relations Unit



Police officers are tasked with ensuring the safety of the community they serve. This can include traffic enforcement, conducting criminal investigations, and making arrests when needed. Providing a social service function is also key to ensuring community safety. This is especially true when other community resources designed to deal with situations like mental health, homelessness, etc., are underfunded, overburdened, and become inadequate.

The public must have trust and confidence in their police department if they are to be successful in their mission. Police officers cannot be in every neighborhood, business, school, etc., every minute of the day. They depend on citizens to provide them with information to assist in decisions about where to deploy their resources to be effective. Citizens are reluctant to approach and aid police in their mission if they believe the police do not treat people in fair and lawful ways. Police must be transparent and get to know the community they serve. If police are only seen when they are taking enforcement action, the perception that bias and mistreatment are common practice can take hold and discourage people from interacting with law enforcement.

We understand this at the Anniston Police Department. That is why we have found different ways to engage with members of the community outside of enforcement actions. We attend and participate in several events throughout the community every year to meet people under different circumstances. We have participated in Coffee with a Cop, the Special Needs Prom, neighborhood association meetings, community meetings, Read Across America, and several charity games, just to name a few.

2019 brought a lot of changes and expansion within the Anniston Police Department. One of the newly added units to the department was the Community Relations Unit. This unit has spearheaded the organization and execution of events aimed at community outreach within the Anniston Police Department. The annual Christmas Toy Drive is of the more predominate programs this unit is involved with. They were able to provide over 150 children in our community with Christmas gifts during 2019, they were able to provide over 100 children with gifts during 2020, (in spite of Covid making efforts more difficult), and they were able to provide 75 children with gifts in 2021. This is an excellent opportunity to open dialog with people during the course of a positive experience and leave a good impression on our next generation.

The Community Relations Unit is made up of a diverse group of police officers who volunteered for the assignment. Officers are not always able to get out of their cars and talk to people when a good opportunity arises because of a high call volume. We know this is an area that is lacking in our community outreach efforts. In addition to our usual annual functions, this unit helps us meet this need. You should see them out walking or riding bicycles in the schools, neighborhoods, businesses, and community centers regularly. These officers come in on their regularly scheduled off time to participate in CRU events. We have

dedicated funding for extra staffing levels to ensure this happens. With the level of dedication and commitment that has been shown since the Community Relations Unit has been active, we can expect great things moving forward.



The First Tee Program

By 2016, our Special Response Team was in need of new bulletproof vests, helmets, and other equipment. This specialized team of police officers routinely engages in high-risk operations where the suspects may have weapons that would render traditional protective measures useless.



In 2017, Lieutenant Kyle Price began seeking a way to fund the purchase of this equipment. He came up with the idea of starting a golf tournament, but he also wanted to use the contest as a resource to fund a local charity program as well. He met with City Manager Steven Folks, who was the City of Anniston Parks and Recreations director at the time. Mr. Folks suggested The First Tee Program, which he wanted to bring to Anniston for some time.

As listed on their website, The First Tee started as a way to bring an affordable junior golf program to communities that did not have them, especially in economically disadvantaged areas. What The First Tee soon discovered was that blending the rules of the game with life and leadership skills, kids and teens didn't just learn how to putt – they were learning important values.

By bringing golf to a whole new generation, The First Tee had a unique opportunity to focus on the life skills inherent in the game. Whether those challenges are social or emotional, The First Tee uses golf as the



foundation for a curriculum that teaches a range of valuable life and leadership lessons.

In every experience with The First Tee, kids are introduced to their Nine Core Values: honesty, integrity, sportsmanship, respect, confidence, responsibility, perseverance, courtesy, and judgment. More information can be found at www.thefirsttee.org.

Through the annual golf tournament, Lieutenant Price and the members of the Special Response Team were able to raise \$3,750.00 for the program in 2017, \$6,000.00 in 2018, \$10,000.00 in 2019, \$10,000.00 in 2020, and \$6,000.00 in 2021. The money is placed into an account that was established by the Community Foundation, which funds these programs. The program was implemented at Randolph Park Elementary School in 2018, with hopes to spread to other schools later on. To date, \$35,750.00 has been raised and donated to the program.



Calls for Service

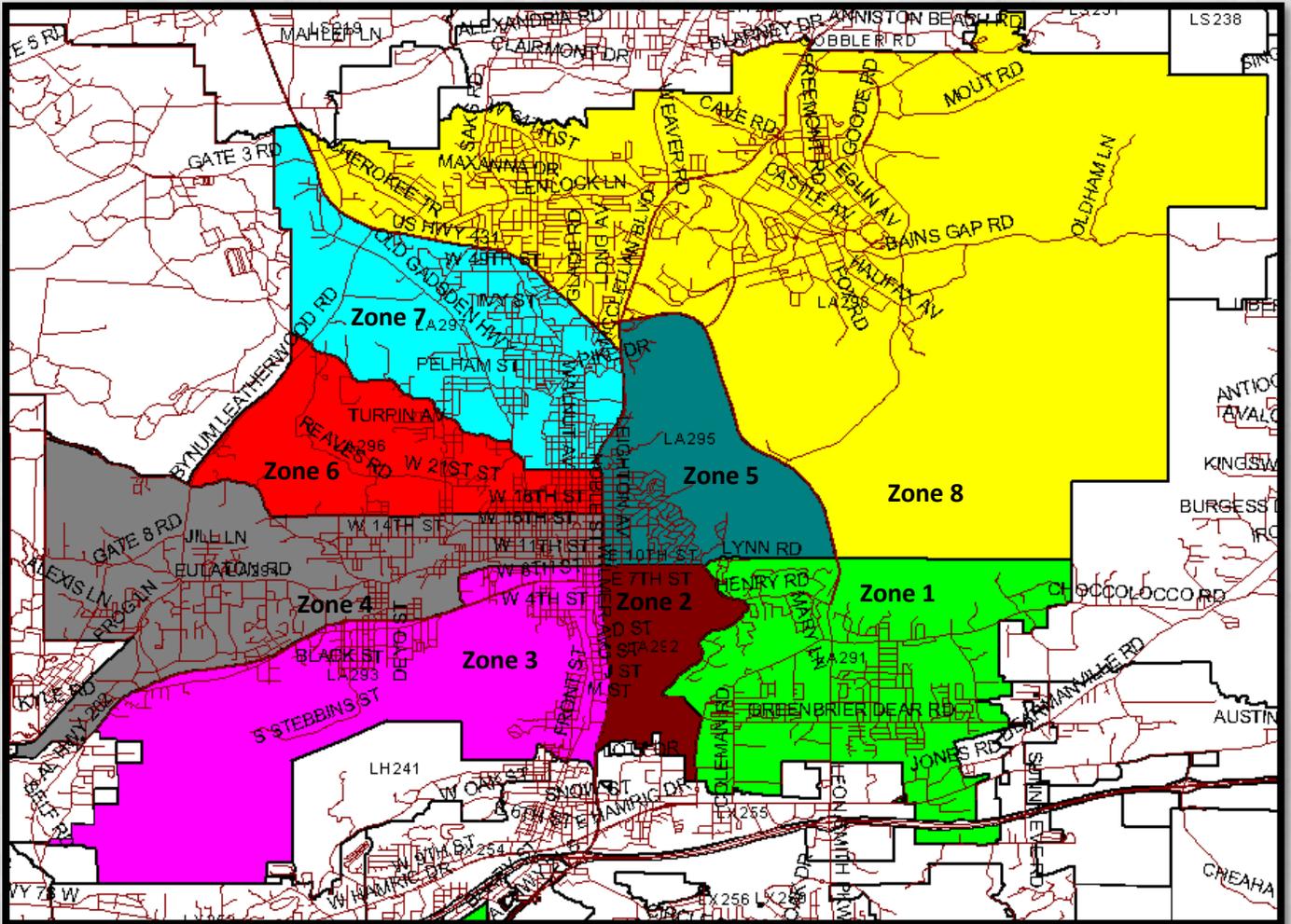
The Anniston Police Department answers several calls for service each year. These calls can range anywhere from violent crimes in progress to someone wanting us to deliver a message to a family member that they cannot reach. Areas of Anniston are placed into zones for a response. Officers are assigned to one of our eight zones as their primary area of responsibility for the shift.

During 2021, The Anniston Police Department responded to 36,878 calls for service. We also made, or assisted with, 8,831 traffic stops in addition to those calls, totaling 45,709 documented police contacts. The calls for service and traffic stops resulted in 488 felony arrests and 1,345 misdemeanor arrests. We completed 3,895 Incident/Offense reports (Reports taken to document a crime or incident of significant importance). Part 1 crimes (Murder, Rape, Robbery, Aggravated Assault, Burglary, Larceny-Theft, and Motor Vehicle Theft) only accounted for 4% of our calls for service. Violent crimes only accounted for 1% of our calls for service.

The next few pages contain maps of each zone with the number of calls answered in that area.

Zone map of Anniston

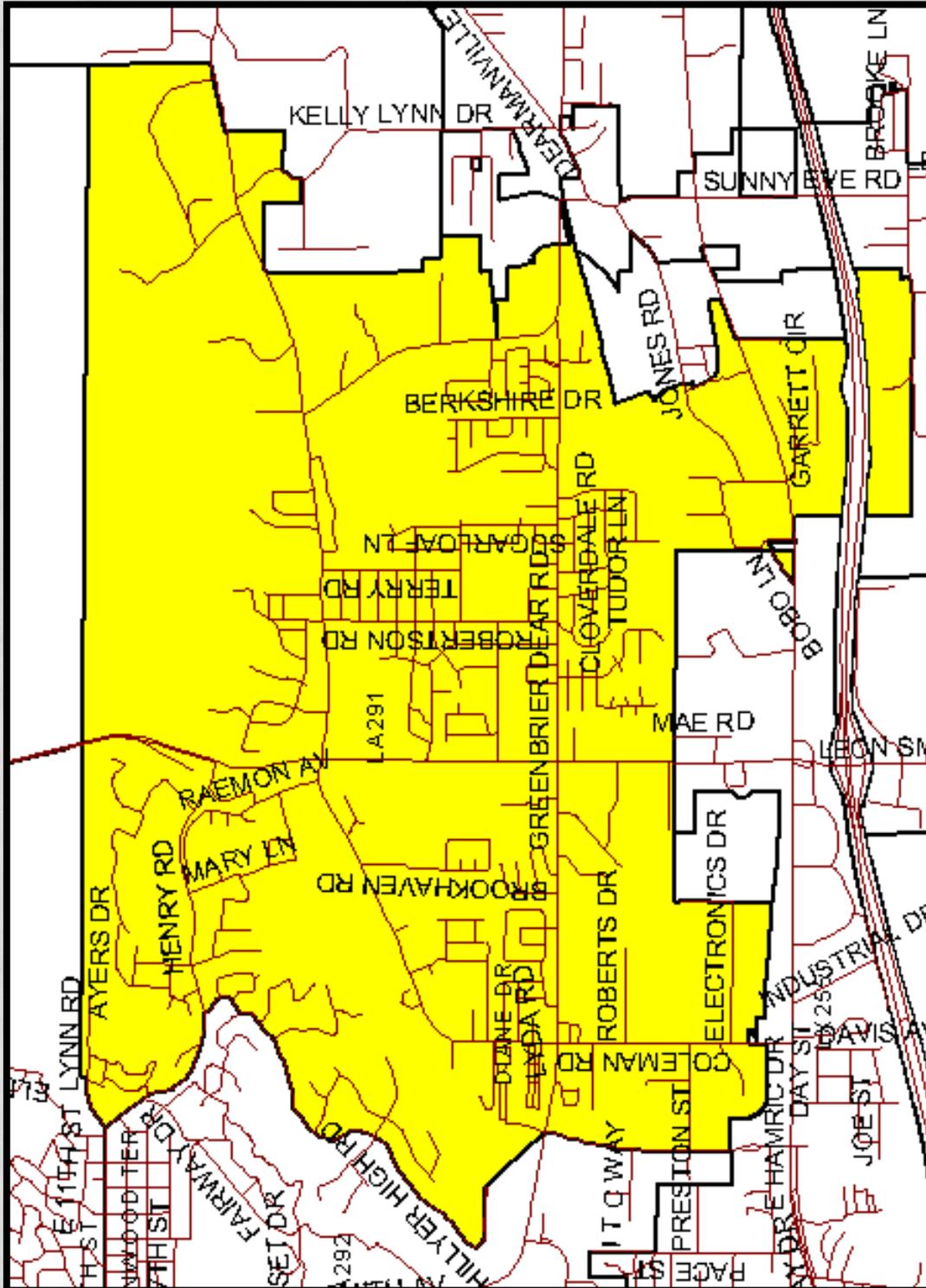
2021 – 36,878 Calls for Service



Map of Zone 1



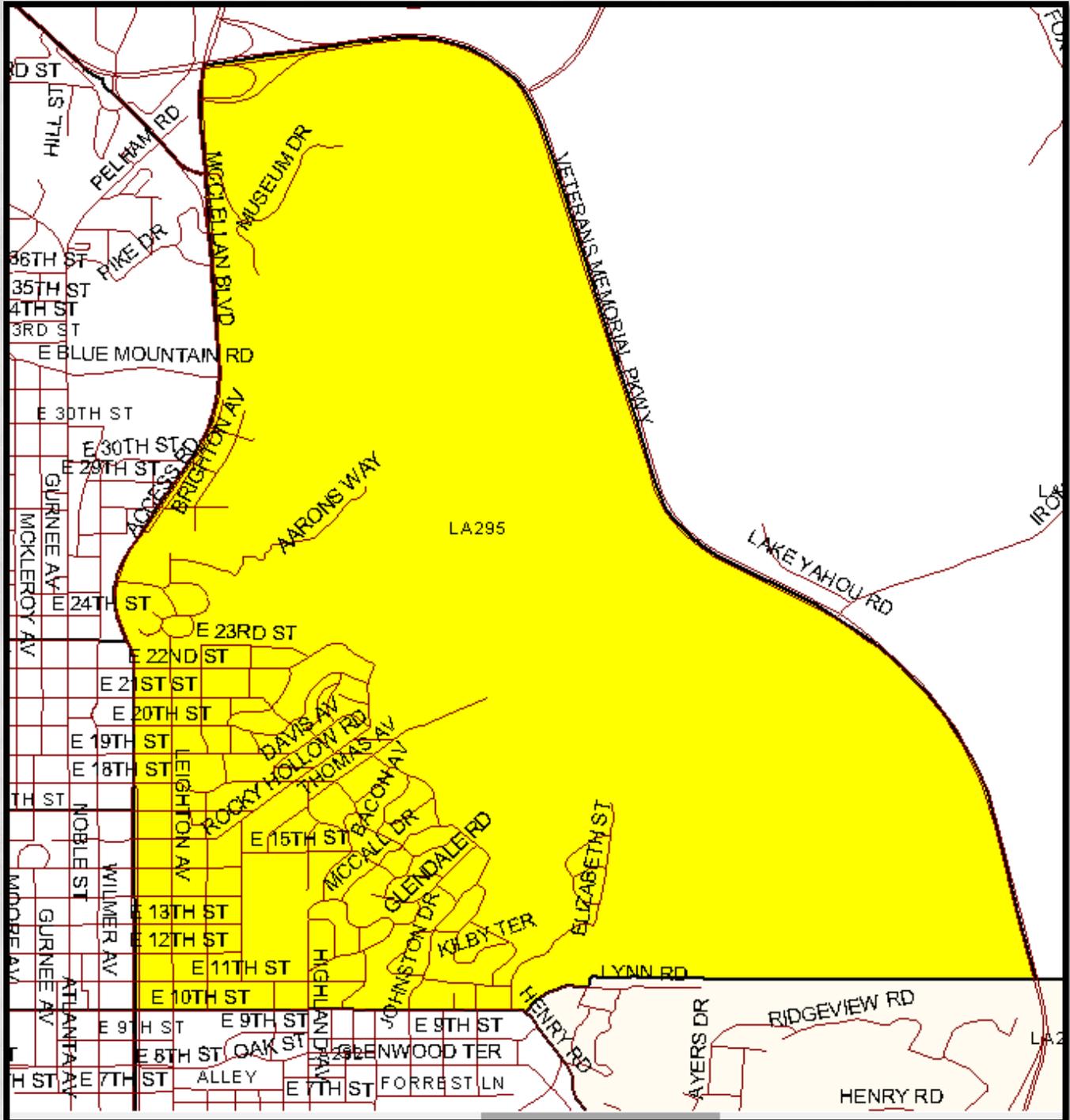
2021 – 3,283 Calls for Service



Map of Zone 5



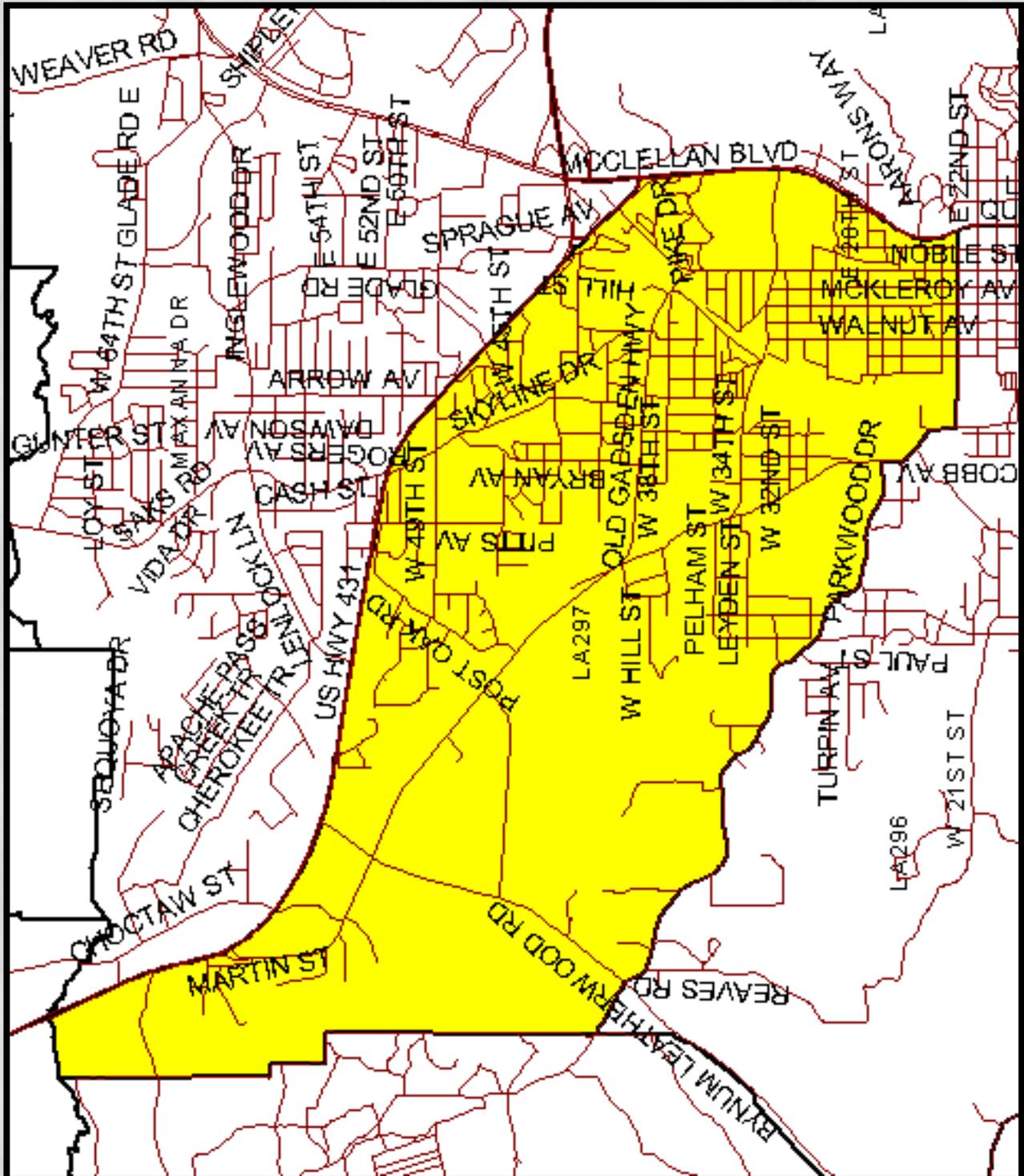
2021 – 3,442 Calls for Service



Map of Zone 7



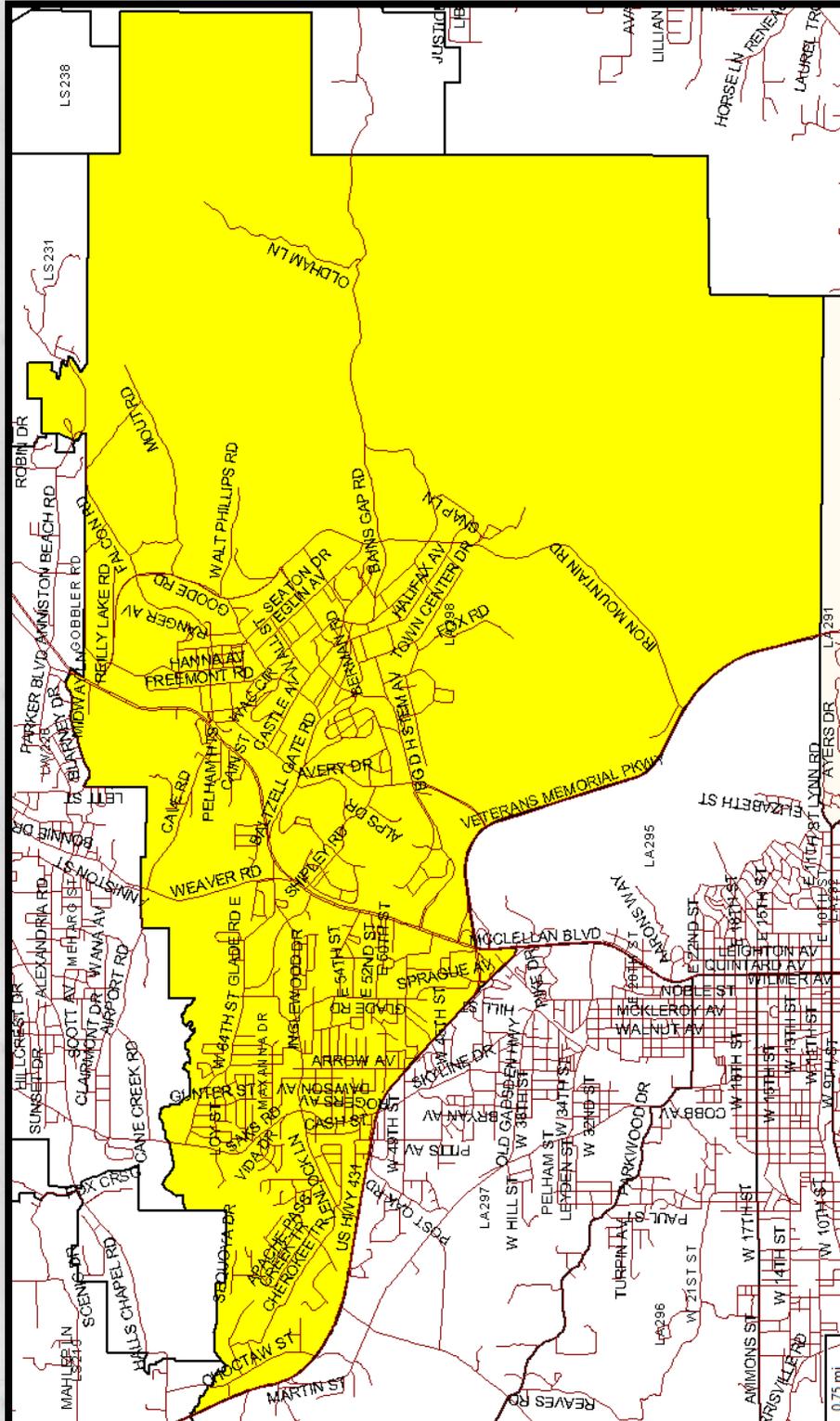
2021 – 6,162 Calls for Service



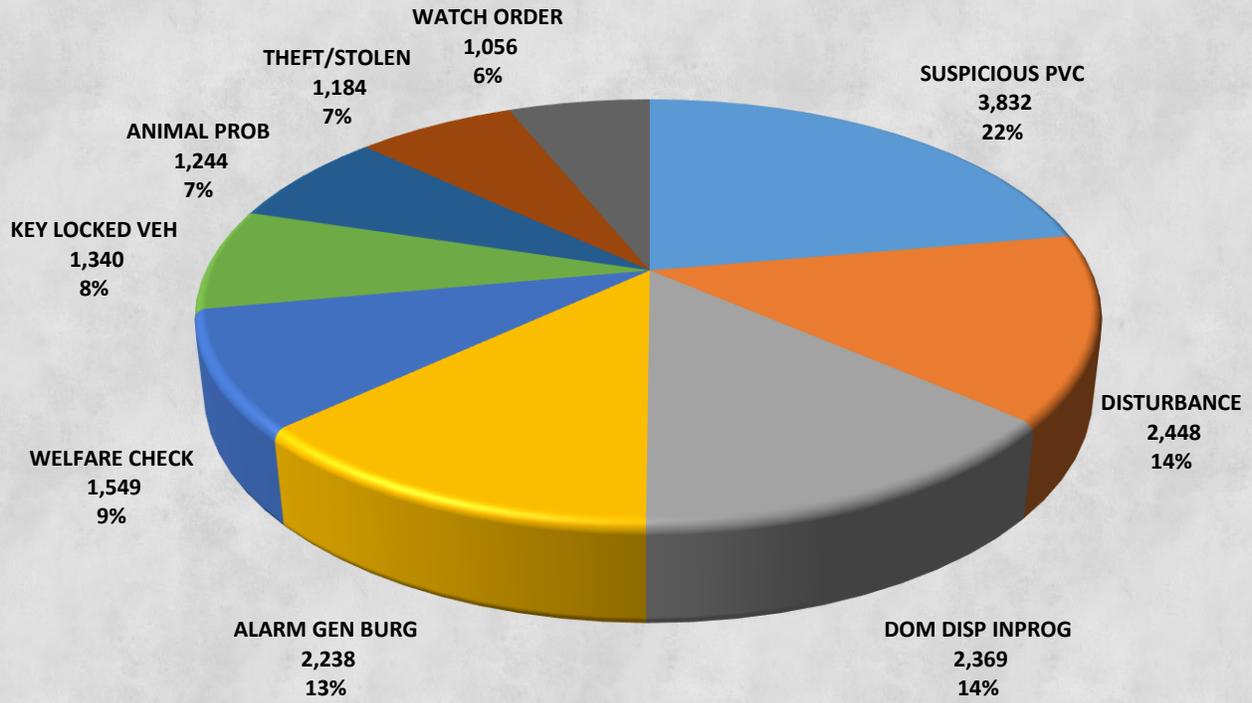
Map of Zone 8



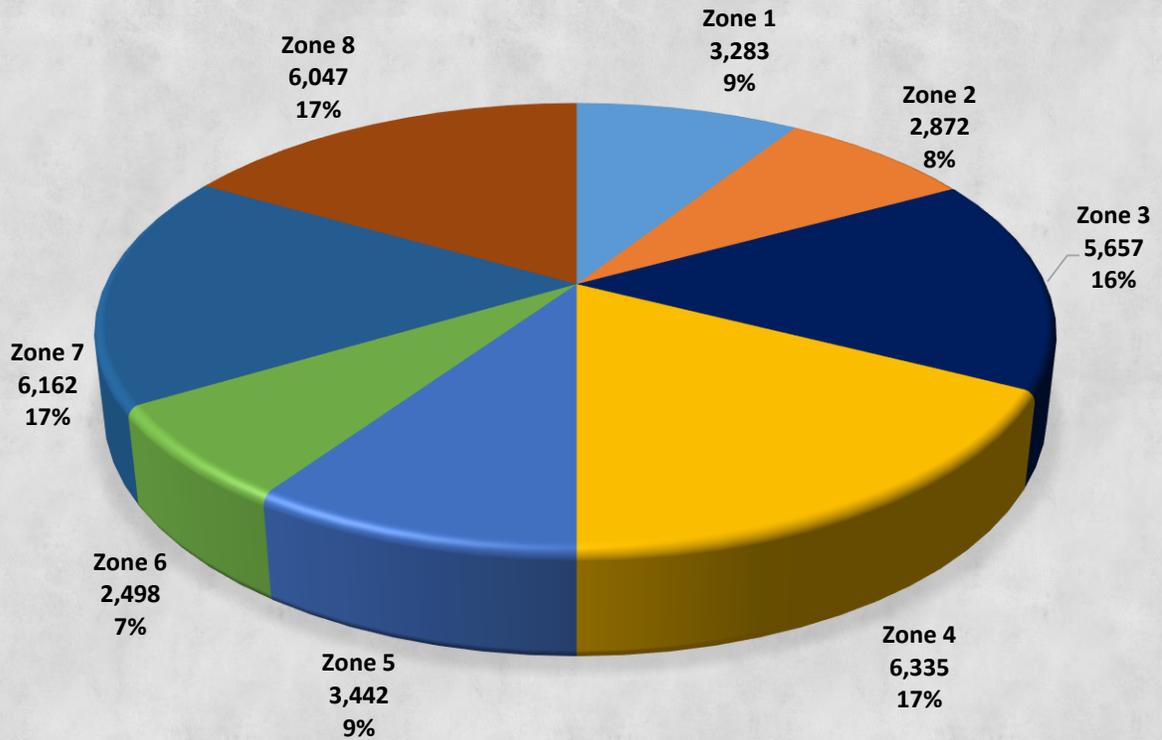
2021 – 6,047 Calls for Service



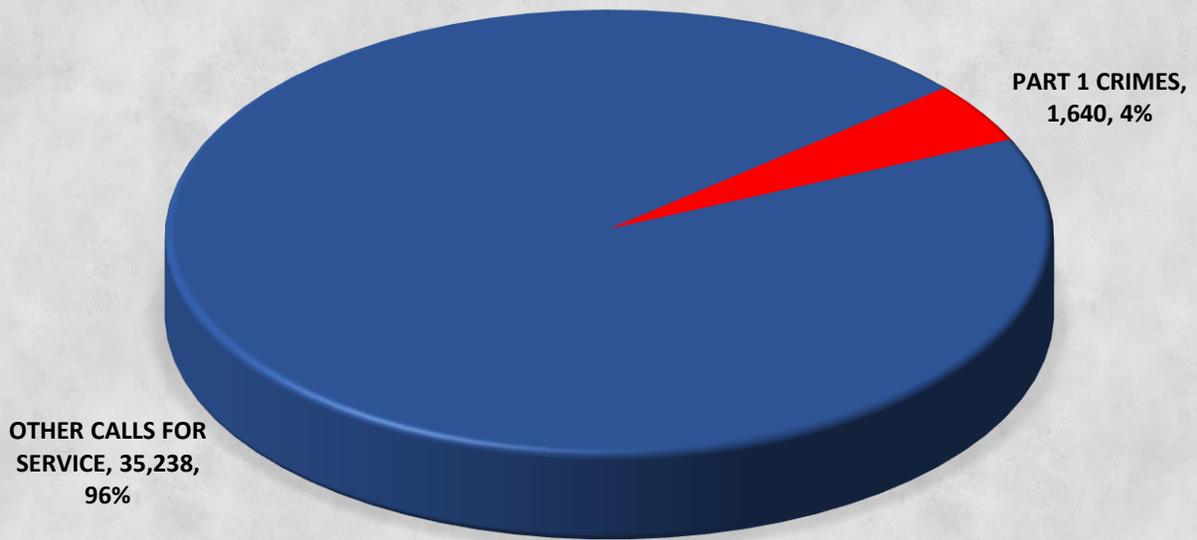
TOP CALLS FOR SERVICE (over 1,000)



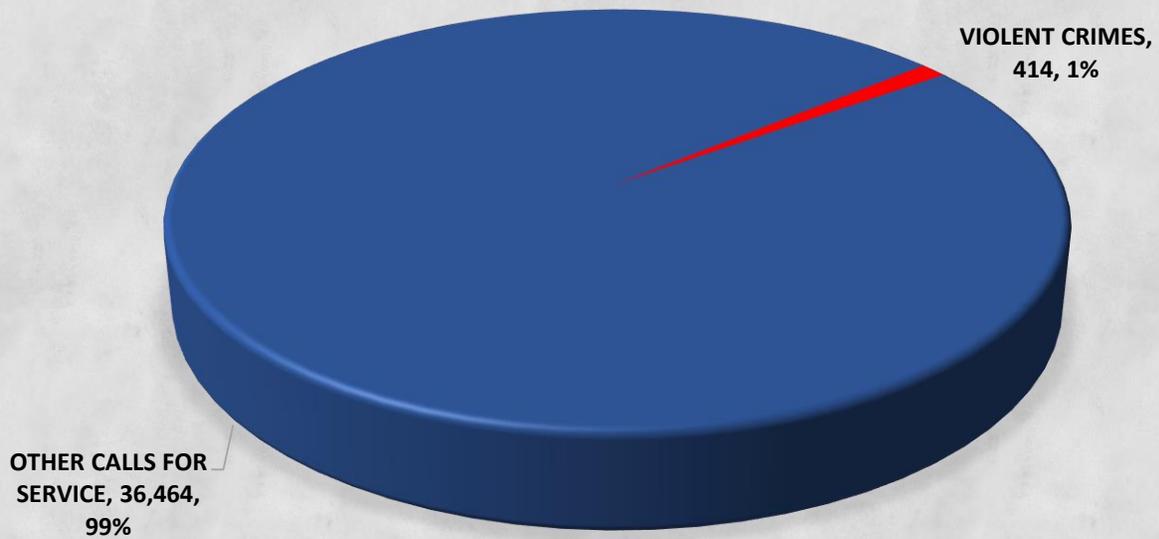
CALLS BY ZONE



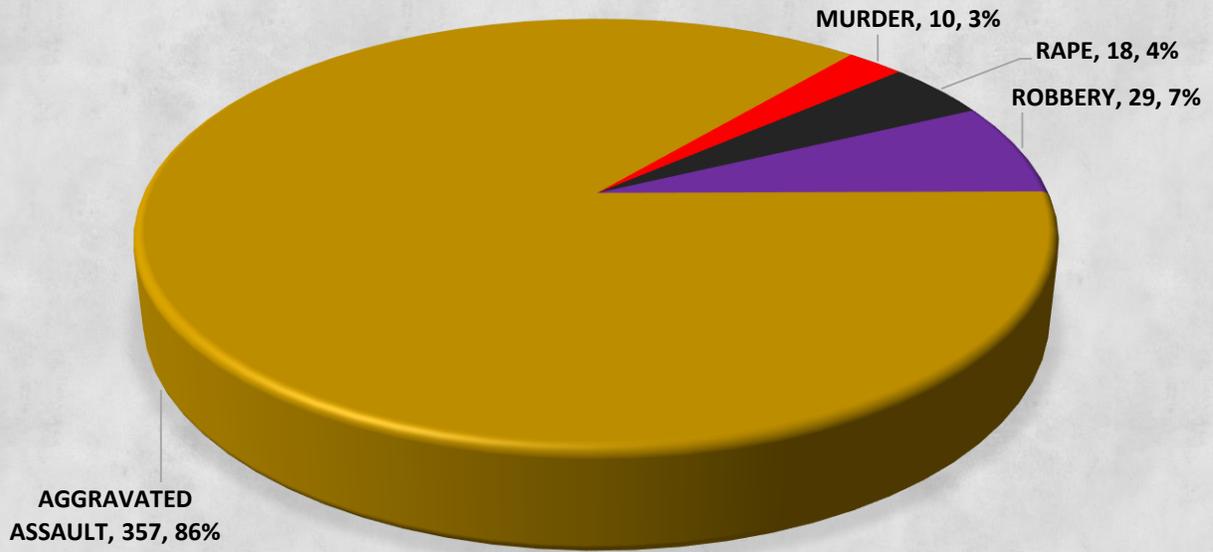
2021 PART 1 CRIMES VS OTHER CALLS FOR SERVICE



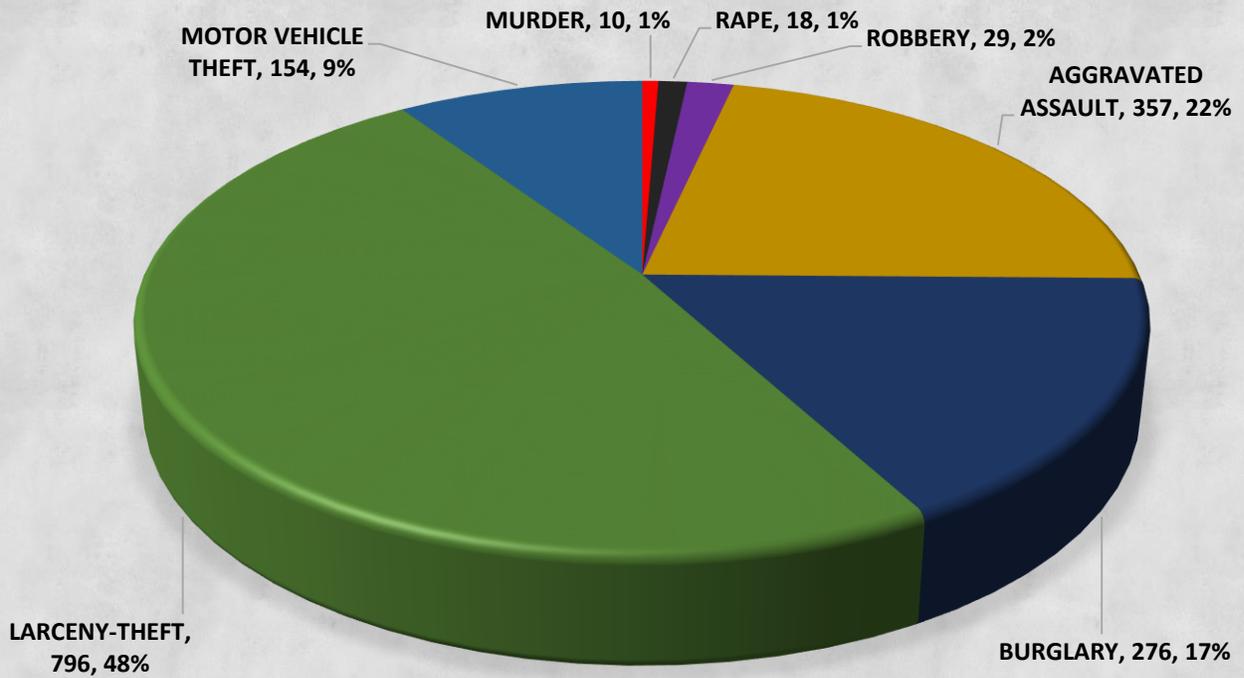
2021 VIOLENT CRIMES VS OTHER CALLS FOR SERVICE



2021 ANNISTON VIOLENT CRIME OFFENSES



2021 ANNISTON PART 1 CRIME OFFENSES



Moving Forward

Providing safety to the citizens and visitors of Anniston is our primary mission. We are always looking for ways to improve our services. We will continue to evaluate our policies and procedures to ensure we are operating at our best. We will continue to take advantage of our partnerships and the opportunities they present to better serve our community.

A few years ago the City of Anniston formed the Anniston Police Citizen's Advisory Committee. We have also become more transparent by publishing several internal reports, such as the recruitment, anti-bias, use of force, and early warning system analysis, to our website. We also post weekly statistic reports to our popular social media pages, along with public safety campaigns. We will continue to be transparent and engage with our community outside of enforcement situations through professional department-wide encounters.

In short, we will continue to provide professional police service with honor, integrity, and the respect that you have come to expect from your police department, and we appreciate your continued support.